

CONTINUED

Attachment 9

**Sample Payroll Documents
Showing Workers Paid On Compensation Plan
Earning Less Than Wages Promised in
ETA-750**

**Source: TruGreen Document Production
August 2007**

CONFIDENTIAL
TRU 08857

TruGreen*ChemLawn
COMPENSATION WORKSHEET:
FINAL

LAWN SPECIALIST DOT

NAME ISIDRO R. ROSALES

WK END 6/25/05

REV 6/27/05
PAGE 1 OF 1

PERIOD # 26

BRANCH Southern New Jersey
BRANCH # 2808

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		20						
TUE		21						
WED		22						
THU		23						
FRI		24						
SAT		25						
TOTAL								

SPECIAL PAY CALCULATIONS

Full Goal	Partial Amount	Qual Amount	Other Expanded	Comm Basis	Comm Rate	Gross Pay

WEEKLY BASE
PRODUCTION CONTEST
TOTAL EARNINGS

400.00
42.08
442.08

divided by

$$442.08 \text{ divided by } \frac{49.00}{(B)} = \frac{49.00}{(B) + (C) + (D)} = \frac{9.022040}{\text{HOURLY RATE (E)}}$$

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
GROSS PAY

$$\frac{40.00}{9.00} @ \frac{9.022040}{13.533060} (E) = \frac{360.88}{121.80} (F)$$

LAWN SPECIALIST DOT
MANAGER *W. J. S. do R*

DATE 6/27/05

DATE 6/27/05

TruGreen*ChemLawn
COMPENSATION WORKSHEET:
FINAL

LAWN SPECIALIST DOT

REV 6/27/05
PAGE 1 OF 1

NAME JUAN M. VARGAS

WK END 6/25/05 PERIOD # 26

BRANCH Southern New Jersey
BRANCH # 2808

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		20	10.00					
TUE		21	10.00					
WED		22	10.25					
THU		23	10.25					
FRI		24	10.25					
SAT		25	9.50					
TOTAL			60.50					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Cancel's Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
			(B)	(C)	(D)		(E)

WEEKLY BASE
PRODUCTION CONTEST
TOTAL EARNINGS

360.00
175.00
535.00

535.00 divided by $\frac{60.50}{(B)}$ = $\frac{8.842975}{(E)+(C)+(D)}$ divided by $\frac{60.50}{(B)}$ = $\frac{8.842975}{(E)+(C)+(D)}$ * 1.5 =

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
GROSS PAY

40.00	@	8.842975	(E)	=
20.50	@	13.264462	(F)	=
	@	353.72		=
	@	271.92		=
	@	9.000000	(E)	=
	@	9.000000	(E)	=
	@	9.000000	(E)	=
	@	625.64		=

LAWN SPECIALIST DOT

MANAGER

DATE 6/27/05

DATE 6/27/05

CONFIDENTIAL
TRU 08872

A9-83

CONFIDENTIAL
TRU 09287

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL REV 8/02/04 PAY130
PAGE 1 OF 1

NAME MIGUEL A. DOMINGUEZ
WK END 7/31/04 PERIOD # 31
BRANCH Southern New Jersey
BRANCH # 2808

DAY	ACTUAL REVENUE/SALES	DT WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	26	10.00					
TUE	27	10.00					
WED	28	10.00					
THU	29	10.00					
FRI	30	10.00					
SAT	31	5.00					
TOTAL	(A)	(B)	(C)		(D)		(O)

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay

WEEKLY BASE
TOTAL EARNINGS

400.00
400.00

divided by 55.00 = 7.272727
(B) + (C) + (D)

HOURLY
RATE (E)

400.00 divided by 55.00 = 7.272727 * 1.5 = 10.909090
(B)

OVERTIME
RATE (F)

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
GROSS PAY

(C)
(D)
(O)

40.00 @ 7.272727 (E) = 290.91
15.00 @ 10.909090 (F) = 163.64
10.000000 (E) =
10.000000 (E) =
10.000000 (E) =
454.55

LAWN SPECIALIST DOT
MANAGER

DATE 8/02/04
DATE 8/02/04

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL
REV 9/07/04 PAGE 1 OF 1
NAME ALBERTO T. MONCADA
WK END 9/04/04 PERIOD # 36
BRANCH Southern New Jersey
BRANCH # 2808

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	30	10.50						
TUE	31	11.00						
WED	1	9.50						
THU	2	8.50						
FRI	3	10.50						
SAT	4	10.50						
TOTAL			60.50					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Cancels	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
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WEEKLY BASE
PRODUCTION CONTEST
TOTAL EARNINGS

400.00	
150.00	
550.00	

divided by $\frac{60.50}{(B) + (C) + (D)}$ = $\frac{9.090909}{\text{HOURLY RATE (E)}}$

550.00 divided by $\frac{60.50}{(B)}$ = $\frac{9.090909}{\text{OVERTIME RATE (F)}}$ * 1.5 =

40.00	@	9.090909	(E)	=	363.64
20.50	@	13.636363	(F)	=	279.55
	@	10.000000	(E)	=	
	@	10.000000	(E)	=	
	@	10.000000	(E)	=	
	@	10.000000	(E)	=	
	@	10.000000	(E)	=	643.19

LAWN SPECIALIST DOT
MANAGER

DATE 9/07/04
DATE 9/07/04

CONFIDENTIAL
TRU 09290

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL
NAME HUGO L. RODRIGUEZ
WK END 7/31/04 PERIOD # 31
REV 8/02/04 PAGE 1 OF 1
PAY130
BRANCH Southern New Jersey
BRANCH # 2808

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		26	10.00					
TUE		27	10.00					
WED		28	10.00					
THU		29	10.00					
FRI		30	10.00					
SAT		31	5.00					
TOTAL	(A)		(B)	(C)		(D)		(O)

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
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WEEKLY BASE 400.00
TOTAL EARNINGS 400.00
400.00 divided by 55.00 = 7.272727 * 1.5 = 10.909090
divided by (B) = 7.272727
RATE (E)
OVERTIME
RATE (F)
STRAIGHT TIME HOURS @ 7.272727 (E) = 290.91
OVERTIME HOURS @ 10.909090 (F) = 163.64
HOLIDAY HOURS @ 10.000000 (E) =
OTHER PAY TYPE HRS @ 10.000000 (E) =
GROSS PAY @ 10.000000 (E) = 454.55

LAWN SPECIALIST DOT
MANAGER
DATE 8/02/04
DATE 8/02/04

CONFIDENTIAL
TRU 09293

A9-86

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL
REV 3/15/04 PAGE 1 OF 1
NAME HILARIO M. ROSALES
WEEK END 3/13/04 PERIOD # 11
BRANCH Southern New Jersey
BRANCH # 2808

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		8	10.50					
TUE		9	10.25					
WED		10	10.50					
THU		11	10.50					
FRI		12	10.25					
SAT		13	8.00					
TOTAL	(A)		(B)	(C)		(D)		(O)

SPECIAL PAY CALCULATIONS

Full Goal	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
Cancels						

WEEKLY BASE 380.00
TOTAL EARNINGS 380.00 divided by 60.00 = 6.333333
380.00 divided by 60.00 = 6.333333 * 1.5 = 9.499999
STRAIGHT TIME HOURS 40.00 @ 6.333333 (E) = 253.33
OVERTIME HOURS 20.00 @ 9.499999 (F) = 190.00
VAC/SIC HOURS (C) 9.500000 (E) =
HOLIDAY HOURS (D) 9.500000 (E) =
OTHER PAY TYPE HRS (O) 9.500000 (E) =
GROSS PAY 443.33

LAWN SPECIALIST DOT
MANAGER
DATE 3/15/04
DATE 3/15/04

CONFIDENTIAL
TRU 09298

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL
NAME HILARIO M. ROSALES
WK END 7/10/04 PERIOD # 28
REV 7/12/04 PAGE 1 OF 1
BRANCH Southern New Jersey
BRANCH # 2808

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		5						
TUE		6	9.50					
WED		7						
THU		8						
FRI		9						
SAT		10						
TOTAL	(A)		(B)	(C)		(D)		(O)

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Cancels	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
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WEEKLY BASE
TOTAL EARNINGS 380.00
380.00 divided by 40.00 = 9.500000 * 1.5 = 14.250000
divided by 40.00 = 9.500000 * 1.5 = 14.250000
TRAIGHT TIME HOURS
VERTIME HOURS
AC/SIC HOURS
OLIDAY HOURS
OTHER PAY TYPE HRS
ROSS PAY

AWN SPECIALIST DOT
ANAGER
DATE 7/12/04
DATE 7/12/04

CONFIDENTIAL
TRU 08804

TruGreen*ChemLawn
 COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
 FINAL REV 3/08/04 PAY130
 PAGE 1 OF 1

NAME ISIDRO R. ROSALES
 WK END 3/06/04 PERIOD # 10
 BRANCH Southern New Jersey
 BRANCH # 2808

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		1						
TUE		2						
WED		3						
THU		4						
FRI		5	9.75					
SAT		6						
TOTAL			9.75					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial	Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay

WEEKLY BASE	380.00	divided by	40.00	=	9.500000	HOURLY
TOTAL EARNINGS	380.00					RATE (E)
		380.00 divided by	40.00	=	9.500000	* 1.5 =
						OVERTIME
						RATE (F)
STRAIGHT TIME HOURS	40.00	@	9.500000	(E) =		
OVERTIME HOURS		@	14.250000	(F) =		380.00
VAC/SIC HOURS		@	9.500000	(E) =		
HOLIDAY HOURS		@	9.500000	(E) =		
OTHER PAY TYPE HRS		@	9.500000	(E) =		
GROSS PAY						380.00

LAWN SPECIALIST DOT Isidro R DATE 3/08/04
 MANAGER [Signature] DATE 3/08/04

CONFIDENTIAL
 TRU 08806

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL

REV 3/15/04
PAGE 1 OF 1

REV 3/15/04
PAGE 1 OF 1

REV 3/15/04
PAGE 1 OF 1

NAME ISIDRO R. ROSALES
WK END 3/13/04 PERIOD # 11
BRANCH Southern New Jersey
BRANCH # 2808

DAY	REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		8	10.25					
TUE		9	10.50					
WED		10	10.75					
THU		11	10.50					
FRI		12	10.25					
SAT		13	8.00					
TOTAL			60.25					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
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NEW PRODUCTION COMM

800-

Adjustment

3500- 5827.38

Revised

4300- 5827.38

1527.38 9.0% 122.19

WEEKLY BASE
NEW PRODUCTION COMM
TOTAL EARNINGS

380.00
122.19
502.19

502.19 divided by 60.25 = 8.335103 * 1.5 = 12.502654
(B) OVERTIME RATE (F)

502.19 divided by 60.25 = 8.335103 * 1.5 = 12.502654
(B) OVERTIME RATE (F)

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
GROSS PAY

40.00	@	8.335103	(E)	=	333.40
20.25	@	12.502654	(F)	=	253.18
	@	9.500000	(E)	=	
	@	9.500000	(E)	=	
	@	9.500000	(E)	=	
	@	9.500000	(E)	=	586.58

LAWN SPECIALIST DOT
MANAGER
DATE 3/15/04
DATE 3/15/04

CONFIDENTIAL
TRU 08810

COMPENSATION WORKSHEET
(only enter blue data)NAME: ISDRO ROSALES
WEEK ENDING: 7/3/2004BRANCH: S JERSEY
BRANCH # 2808DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS VAC/SICK/OTH	HOURS HOL
MON	\$0.00	11.75	0.00	0.00
TUE	\$0.00	12.25	0.00	0.00
WED	\$0.00	10.75	0.00	0.00
THU	\$0.00	10.75	0.00	0.00
FRI	\$0.00	10.75	0.00	0.00
SAT	\$4,686.33	0.00	0.00	0.00
TOTAL	\$4,686.33	56.25	0.00	0.00

(B) (C) (D)

CALCULATIONS

REVENUE INCENTIVE \$4,686.33 \$4,200.00 \$486.33 24.32% X 7% = \$38.91
 (A) GOAL +/- GOAL % OVER GOAL X 8% = \$38.91
 X 9% = \$38.91

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$0.00 X 5% = \$0.00
 (F) PRO. BONUS: BENEFICIAL \$0.00 X 10% = \$0.00
 (H)

WKLY BASE EARNINGS
SERVICE EARNINGS
AUDITED SALES SIGN-UP BONUS
SALES PRODUCTION BONUS
TOTAL EARNINGS

\$440.00	
\$38.91 (E)	
\$0.00 (F)	
\$0.00 (G)+(H)	
\$478.91	divide by 56.25 = \$8.51
	(B) HRLY RATE

\$478.91 divide by 56.25 = \$8.51 X 1.5 = \$12.77
 (B) OVERTIME RATE

STRAIGHT TIME HOURS	40.00	@	\$8.51	=	\$340.56
OVERTIME HOURS	16.25	@	\$12.77	=	\$207.53
VAC/SICK/OTHER HOURS	0.00	@	\$11.00	=	\$0.00
HOLIDAY HOURS	0.00	@	\$11.00	=	\$0.00

PAYROLL %
14.3%

MONTHLY RETENTION BONUS

\$0.00

COMMERCIAL INCENTIVE

\$40.00 PRO-A-THK

GROSS EARNINGS

\$588.08 595 11

Cancel Bonus Goals

SPECIALIST

DATE

% OVER MONTH TARGET
Target to 4.9% ImprovementBONUS PERCENT
7% of monthly total earning

MANAGER

DATE

5.0% to 9.9% Improvement
10.0% to 14.9% Improvement
15.0% and up Improvement8% of monthly total earning
9% of monthly total earning
10% of monthly total earning

** Hourly rate can not fall below applicable Federal/State minimum wage.

Month: January

MONTH ROUTE CXL BONUS

ROUTE NUMBER	MONTH ACTUAL	MONTH BUDGET	IMPROVEMENT %	BONUS %	5/1/2004 GROSS PAY	5/8/2004 GROSS PAY	5/15/2004 GROSS PAY	5/22/2004 GROSS PAY	5/29/2004 GROSS PAY	MINUS PREV. MONTH BONUS PAY	TOTAL GROSS PAY	GROSS MONTH BONUS	ATTENDANCE REDUCTION %	ADJUSTED MONTH BONUS
LP	5.75%	7.78%	26.09%	10%	0	0	0	0	0	0	\$0.00	\$0.00	0%	\$0.00

CONFIDENTIAL
TRU 08812

A9-92

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL

REV 3/08/04
PAGE 1 OF 1

NAME ROSENDO M. SERRANO
WK END 3/06/04 PERIOD # 10
BRANCH Southern New Jersey
BRANCH # 2808

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		1						
TUE		2						
WED		3						
THU		4						
FRI		5	10.00					
SAT		6						
TOTAL	(A)		(B)	(C)		(D)		(O)

SPECIAL PAY CALCULATIONS

Full Goal	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay

WEEKLY BASE	380.00					
TOTAL EARNINGS	380.00					
		divided by	40.00	=	9.500000	
			(B) + (C) + (D)		HOURLY RATE (E)	
	380.00	divided by	40.00	=	9.500000	
			(B)		1.5	
					OVERTIME RATE (F)	
STRAIGHT TIME HOURS						
OVERTIME HOURS						
VAC/SIC HOURS						
HOLIDAY HOURS						
OTHER PAY TYPE HRS						
GROSS PAY						

LAWN SPECIALIST DOT
MANAGER
DATE 3/08/04
DATE 3/08/04

CONFIDENTIAL
TRU 08816

CONFIDENTIAL
TRU 08818

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL REV 3/15/04 PAGE 1 OF 1 PAY130

NAME ROSENDO M. SERRANO
AK END 3/13/04 PERIOD # 11
BRANCH [REDACTED] Southern New Jersey
BRANCH # 2808

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		8	9.75					
TUE		9	9.00					
WED		10	9.50					
THU		11	8.00					
FRI		12	7.75					
SAT		13	8.25					
TOTAL			52.25					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial	Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
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WEEKLY BASE
PRODUCTION CONTEST
TOTAL EARNINGS

380.00	
25.00	
405.00	

divided by $\frac{52.25}{(B)} = \frac{52.25}{(B) + (C) + (D)}$ = $\frac{7.751196}{\text{HOURLY RATE (E)}}$

405.00 divided by $\frac{52.25}{(B)} = \frac{7.751196}{(B)} * 1.5 = \frac{11.626794}{\text{OVERTIME RATE (F)}}$

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
OLIDAY HOURS
OTHER PAY TYPE HRS
GROSS PAY

40.00	@	7.751196 (E)	=	310.05
12.25	@	11.626794 (F)	=	142.43
	@	9.500000 (E)	=	
	@	9.500000 (E)	=	
	@	9.500000 (E)	=	
				452.48

LAWN SPECIALIST DOT *Rosendo Rosendo Espada* DATE 3/15/04
MANAGER *Mr. [Signature]* DATE 3/15/04

TruGreen*ChemLawn
 COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
 FINAL REV 3/15/04 PAGE 1 OF 1 PAY130

NAME CARMEN M. VARGAS
 WK END 3/13/04 PERIOD # 11
 BRANCH Southern New Jersey
 BRANCH # 2808

DAY	ACTUAL REVENUE/SALLES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	8	9.50						
TUE	9	10.50						
WED	10	10.75						
THU	11	10.75						
FRI	12	9.75						
SAT	13	7.75						
TOTAL		59.00	(A)	(B)	(C)	(D)	(O)	

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Cancels	Qual Amount	Partial	Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
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WEEKLY BASE
 PRODUCTION CONTEST
 TOTAL EARNINGS

380.00	
175.00	
555.00	

divided by 59.00 = 9.406779

555.00 divided by 59.00 = 9.406779 * 1.5 = 14.110168

STRAIGHT TIME HOURS
 OVERTIME HOURS
 VAC/SIC HOURS
 HOLIDAY HOURS
 OTHER PAY TYPE HRS
 GROSS PAY

40.00	@	9.406779 (E)	=	376.27
19.00	@	14.110168 (F)	=	268.09
	@	9.500000 (E)	=	
	@	9.500000 (E)	=	
	@	9.500000 (E)	=	
	@	9.500000 (E)	=	644.36

LAWN SPECIALIST DOT
 ANAGER
 DATE 3/15/04
 DATE 3/15/04

CONFIDENTIAL
 TRU 08826

CARDS : ALI F*

COMPENSATION WORKSHEET
(only enter blue card)

NAME: Thomas Rodriguez

BRANCH: Wilmington

WEEK ENDING: April 3, 2004

BRANCH #: 4895

DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS VAC/SICK/OTH	HOURS HOL
MON	\$0.00	9.25	0.00	0.00
TUE	\$0.00	10.00	0.00	0.00
WED	\$0.00	10.00	0.00	0.00
THU	\$0.00	10.50	0.00	0.00
FRI	\$0.00	11.00	0.00	0.00
SAT	\$0.00	8.50	0.00	0.00
TOTAL	\$0.00	59.25	0.00	0.00

(B) (C) (D)

CALCULATIONS

REVENUE INCENTIVE \$0.00 = \$0.00 X 7% = \$0.00
 (A) GOAL +/- GOAL % OVER GOAL X 8% = \$0.00
 X 9% =

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$0.00 X 5% = \$0.00
 (F) (G)
 PRO BONUS-BENEFICIAL \$0.00 X 10% = \$0.00
 (H)

WKLY BASE EARNINGS \$450.00
 SERVICE EARNINGS \$0.00 (E)
 AUDITED SALES SIGN-UP BONUS \$0.00 (F)
 SALES PRODUCTION BONUS \$0.00 (G)+(H)
 TOTAL EARNINGS \$450.00 divide by 59.25 = \$7.59
 (B) HRLY RATE

\$450.00 divide by 59.25 = \$7.59 X 1.5 = \$11.39
 (B) OVERTIME RATE

STRAIGHT TIME HOURS 40.00 @ \$7.59 = \$303.60
 OVERTIME HOURS 19.25 @ \$11.39 = \$219.30
 VAC/SICK/OTHER HOURS 0.00 @ \$11.25 = \$0.00
 HOLIDAY HOURS 0.00 @ \$11.25 = \$0.00

MONTHLY RETENTION BONUS \$0.00COMMERCIAL INCENTIVE \$50.00GROSS EARNINGS \$573.10Cancel Bonus GoalsSPECIALIST [Signature]

DATE

MANAGER [Signature]

DATE

% OVER MONTH TARGET

Target to 4.9% improvement

6.0% to 9.9% improvement

10.0% to 14.9% improvement

15.0% and up improvement

BONUS PERCENT

7% of monthly total earnings

8% of monthly total earnings

9% of monthly total earnings

10% of monthly total earnings

** Hourly rate can not fall below applicable Federal/State minimum wage.

Month: January

MONTH ROUTE CXL BONUS

ROUTE NUMBER	MONTH ACTUAL	MONTH BUDGET	IMPROVEMENT %	BONUS %	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	MINUS PREV. MONTH BONUS PAY	TOTAL GROSS PAY	GROSS MONTH BONUS	ATTENDANCE REDUCTION %	ADJUSTED MONTH BONUS
1	0.00%	0.00%	N/A/N/A	0%	0	0	0	0	0	0	\$0.00	\$0.00	0%	\$0.00

CONFIDENTIAL
TRU 08990

COMPENSATION WORKSHEET
(only enter blue data)

NAME: Pope Rodriguez BRANCH: Wilmington
 WEEK ENDING: April 3, 2004 BRANCH #: 4895

DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS VAC/SICK/OTH	HOURS HOL
MON	\$1,154.41	9.25	0.00	0.00
TUE	\$919.68	10.00	0.00	0.00
WED	\$1,022.81	10.00	0.00	0.00
THU	\$888.80	11.25	0.00	0.00
FRI	\$723.81	11.00	0.00	0.00
SAT	\$744.73	8.50	0.00	0.00
TOTAL	\$5,464.34	60.00	0.00	0.00

(B) (C) (D)

CALCULATIONS

REVENUE INCENTIVE \$5,464.34 X 7% = \$382.50
 (A) GOAL \$4,500.00 X 8% = \$360.00
 +/- GOAL \$964.34 X 9% = \$86.79
 % OVER GOAL 21.43%

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$0.00 X 5% = \$0.00
 (F) (G)
 PRO. BONUS-BENEFICIAL \$0.00 X 10% = \$0.00
 (H)

WKLY BASE EARNINGS \$470.00
 SERVICE EARNINGS \$77.15 (E)
 AUDITED SALES SIGN-UP BONUS \$0.00 (F)
 SALES PRODUCTION BONUS \$0.00 (G)+(H)
 TOTAL EARNINGS \$547.15 divide by 60.00 = \$9.12
 (B) HRLY RATE
\$547.15 divide by 60.00 = \$9.12 X 1.5 = \$13.68
 (B) OVERTIME RATE

STRAIGHT TIME HOURS 40.00 @ \$9.12 = \$364.80
 OVERTIME HOURS 20.00 @ \$13.68 = \$273.60
 VAC/SICK/OTHER HOURS 0.00 @ \$11.75 = \$0.00
 HOLIDAY HOURS 0.00 @ \$11.75 = \$0.00

MONTHLY RETENTION BONUS \$0.00
 COMMERCIAL INCENTIVE \$0.00
 GROSS EARNINGS \$638.40

Cancel Bonus Goals

SPECIALIST _____ DATE _____

MANAGER _____ DATE _____

% OVER MONTH TARGET

Target to 4.9% improvement

BONUS PERCENT

7% of monthly total earnings

5.0% to 9.9% improvement

8% of monthly total earnings

10.0% to 14.9% improvement

9% of monthly total earnings

15.0% and up improvement

10% of monthly total earnings

* Hourly rate can not fall below applicable Federal/State minimum wage.

Month: March

MONTH ROUTE CXL BONUS

ROUTE NUMBER	MONTH ACTUAL	MONTH BUDGET	IMPROVEMENT %	BONUS %	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	MINUS PREV MONTH BONUS PAY	TOTAL GROSS PAY	GROSS MONTH BONUS	ATTENDANCE REDUCTION %	ADJUSTED MONTH BONUS
11	9.30%	4.05%	-129.93%	0%	0	0	0	0	0	0	\$0.00	\$0.00	0%	\$0.00

CONFIDENTIAL
TRU 08992

COMPENSATION WORKSHEET
(only enter blue data)

NAME: Ramon Villanueva

BRANCH: Wilmington

WEEK ENDING: April 3, 2004

BRANCH#: 4895

	DAY	ACT REV	HOURS	HOURS VAC/SICK/OTH	HOURS HOL
DAILY HOURS	MON	\$0.00	9.25	0.00	0.00
AND	TUE	\$0.00	10.00	0.00	0.00
PRODUCTIVITY	WED	\$0.00	9.25	0.00	0.00
RECORD	THU	\$0.00	10.25	0.00	0.00
	FRI	\$0.00	10.50	0.00	0.00
	SAT	\$0.00	9.25	0.00	0.00
	TOTAL	\$0.00	58.50	0.00	0.00

(B) (C) (D)

CALCULATIONS

REVENUE INCENTIVE \$0.00 - \$0.00 * \$0.00 0.00% X 7% = \$0.00
 (A) GOAL +/- GOAL % OVER GOAL X 8% = \$0.00
 X 9% =

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$0.00 X 5% = \$0.00
 (F) (G)
 PRO. BONUS-BENEFICIAL \$0.00 X 10% = \$0.00
 (H)

WKLY BASE EARNINGS
 SERVICE EARNINGS
 AUDITED SALES SIGN-UP BONUS
 SALES PRODUCTION BONUS
 TOTAL EARNINGS

\$450.00
 \$0.00 (E)
 \$0.00 (F)
 \$0.00 (G)+(H)
 \$450.00 divide by 58.50 = \$7.69
 (B) HRLY RATE

\$450.00 divide by 58.50 = \$7.69 X 1.5 = \$11.54
 (B) OVERTIME RATE

STRAIGHT TIME HOURS 40.00 @ \$7.69 = \$307.60
 OVERTIME HOURS 18.50 @ \$11.54 = \$213.45
 VAC/SICK/OTHER HOURS 0.00 @ \$11.25 = \$0.00
 HOLIDAY HOURS 0.00 @ \$11.25 = \$0.00

MONTHLY RETENTION BONUS \$0.00

COMMERCIAL INCENTIVE \$50.00

GROSS EARNINGS \$871.16

Cancel Bonus Goals

SPECIALIST

MANAGER

DATE

DATE

% OVER MONTH TARGET

Target to 4.8% improvement

5.0% to 8.8% improvement

10.0% to 14.8% improvement

15.0% and up improvement

BONUS PERCENT

7% of monthly total earnings

8% of monthly total earnings

9% of monthly total earnings

10% of monthly total earnings

* Hourly rate can not fall below applicable Federal/State minimum wage.

Month: January

MONTH ROUTE CXL BONUS

ROUTE NUMBER	MONTH ACTUAL	MONTH BUDGET	IMPROVEMENT %	BONUS %	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	MINUS PREV MONTH BONUS PAY	TOTAL GROSS PAY	GROSS MONTH BONUS	ATTENDANCE REDUCTION %	ADJUSTED MONTH BONUS
1	0.00%	0.00%	#DIV/0!	0%	0	0	0	0	0	0	\$0.00	\$0.00	0%	\$0.00

CONFIDENTIAL
TRU 08998

COMPENSATION WORKSHEET
(only enter plus data)

NAME: Roberto Hernandez

BRANCH: Wilmington

WEEK ENDING: April 3, 2004

BRANCH # 4885

DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS VAC/SICK/OTH	HOURS
MON	\$0.00	8.75	0.00	0.00
TUE	\$0.00	10.25	0.00	0.00
WED	\$0.00	8.25	0.00	0.00
THU	\$0.00	10.00	0.00	0.00
FRI	\$0.00	11.50	0.00	0.00
SAT	\$0.00	7.75	0.00	0.00
TOTAL	\$0.00	57.50	0.00	0.00

(B) (C) (D)

CALCULATIONS

REVENUE INCENTIVE \$0.00 - \$2,000.00 = \$0.00 0.00% X 7% = \$0.00
 (A) GOAL +/- GOAL % OVER GOAL X 8% = \$0.00
 X 9% =

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$0.00 X 5% = \$0.00
 (F) PRO BONUS BENEFICIAL \$0.00 X 10% = \$0.00
 (G) (H)

WKLY BASE EARNINGS \$460.00
 SERVICE EARNINGS \$0.00 (E)
 AUDITED SALES SIGN-UP BONUS \$0.00 (F)
 SALES PRODUCTION BONUS \$0.00 (G)+(H)
 TOTAL EARNINGS \$460.00 divide by 57.50 = \$8.00
 (B) HRLY RATE
 \$460.00 divide by 57.50 = \$8.00 X 1.5 = \$12.00
 (9) OVERTIME RATE

STRAIGHT TIME HOURS 40.00 @ \$8.00 = \$320.00
 OVERTIME HOURS 17.50 @ \$12.00 = \$210.00
 VAC/SICK/OTHER HOURS 0.00 @ \$11.50 = \$0.00
 HOLIDAY HOURS 0.00 @ \$11.50 = \$0.00

MONTHLY RETENTION BONUS \$0.00

COMMERCIAL INCENTIVE \$50.00

GROSS EARNINGS \$580.00

Cancel Bonus Goals

SPECIALIST S. KESUGI

DATE

MANAGER Y. Alondra M. Muro

DATE 4/6/04

* Hourly rate can not fall below applicable Federal/State minimum wage.

% OVER MONTH TARGET

Target to 4.8% improvement

5.0% to 9.8% improvement

10.0% to 14.8% improvement

15.0% and up improvement

BONUS PERCENT

7% of monthly total earnings

8% of monthly total earnings

9% of monthly total earnings

10% of monthly total earnings

Month: January

MONTH ROUTE CXL BONUS

ROUTE NUMBER	MONTH ACTUAL	MONTH BUDGET	IMPROVEMENT %	BONUS %	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	MINUS PREV. MONTH BONUS PAY	TOTAL GROSS PAY	GROSS MONTH BONUS	ATTENDANCE REDUCTION %	ADJUSTED MONTH BONUS
1	0.00%	0.00%	#DIV/0!	0%	0	0	0	0	0	0	\$0.00	\$0.00	0%	\$0.00

CONFIDENTIAL
TRU 09001

igreen*ChemLawn
 4PENSATION WORKSHEET LAWN SPECIALIST DOT
 [NAL* REV 9/02/03 PAY130
 PAGE 1 OF 1

4E MARCO A. VALERA
 END 8/30/03 PERIOD # 35
 BRANCH Southern New Jersey
 BRANCH # 2808

DAY	ACTUAL REVENUE/SALES	DT WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	25	10.00					
TUE	26	9.75					
WED	27	11.25					
THU	28	10.75					
FRI	29	11.25					
SAT	30	7.25					
TOTAL		60.25					

ACTUAL PAY CALCULATIONS

Full Pgm	Qual	Partial	Expanded	Other	Comm	Comm	Gross
Cancel	Amount	Amount	Goal	Basis	Rate	Rate	Pay

KLY BASE
 DUCTION CONTEST
 AL EARNINGS

380.00							
175.00							
555.00							

divided by 60.25 = 9.211618

555.00 divided by 60.25 = 9.211618 * 1.5 = 13.817427

RIGHT TIME HOURS
 RTIME HOURS
 /SIC HOURS
 IDAY HOURS
 ER PAY TYPE HRS
 SS PAY

40.00	@	9.211618	(E)	=	368.46
20.25	@	13.817427	(F)	=	279.80
	@	9.500000	(E)	=	
	@	9.500000	(E)	=	
	@	9.500000	(E)	=	
	@	9.500000	(E)	=	648.26

N SPECIALIST DOT
 AGER
 DATE 9/02/03
 DATE 9/02/03

CONFIDENTIAL
 TRU 09286

TtuGreen*ChemLawn
 COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
 FINAL REV 5/27/03 PAGE 1 OF 1 PAY130

NAME ROBERTO G. HERNANDEZ
 BRANCH [REDACTED] WILMINGTON
 WK END 5/24/03 PERIOD # 21
 BRANCH # 4895

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	19	19.00						
TUE	20	10.00						
WED	21	11.00						
THU	22	9.75						
FRI	23	9.75						
SAT	24	6.75						
TOTAL		66.25	(B)	(C)		(D)		(O)

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
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WEEKLY BASE
 TOTAL EARNINGS $\frac{450.00}{450.00}$
 450.00 divided by $\frac{66.25}{(B)}$ = 6.792452 divided by $\frac{66.25}{(B) + (C) + (D)}$ = $\frac{6.792452}{\text{RATE (E)}}$
 6.792452 * 1.5 = $\frac{10.188678}{\text{OVERTIME RATE (F)}}$

STRAIGHT TIME HOURS
 OVERTIME HOURS (C) = 6.792452 (B) = 271.70
 VAC/SIC HOURS (D) = 10.188678 (E) = 267.45
 HOLIDAY HOURS (O) = 11.250000 (B) =
 OTHER PAY TYPE HRS = 11.250000 (B) =
 PRICE PERIOD HOURS = 11.250000 (B) =
 GROSS PAY = 267.36
 806.51

LAWN SPECIALIST DOT *Roberto Hernandez* DATE 5/27/03
 DATE 5/27/03

CONFIDENTIAL
 TRU 08965

COMPENSATION WORKSHEET

NAME: Roberto Hernandez
WEEK ENDING: May 24, 2003BRANCH: Wilmington
BRANCH # 4895DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS VAC/SICK/OTH	HOURS HOL
MON	\$0.00	21.75	0.00	0.00
TUE	\$0.00	9.00	0.00	0.00
WED	\$0.00	11.00	0.00	0.00
THU	\$0.00	8.00	0.00	0.00
FRI	\$0.00	9.75	0.00	0.00
SAT	\$0.00	6.75	0.00	0.00
TOTAL	\$0.00	66.25	0.00	0.00
		(B)	(C)	(D)

CALCULATIONS

REVENUE INCENTIVE \$0.00 (A) - \$5,000.00 GOAL = \$0.00 +/- GOAL 0.00% % OVER GOAL X 7% = \$0.00
X 8% = \$0.00
X 9% = \$0.00

20/20 PLAN - GPA MARCH - APRIL \$0.00

TOTAL PRODUCTION COMMISSION \$0.00
(E)

SALES INCENTIVE \$0.00 X 15% = \$0.00 (F) PRODUCTION BONUS \$0.00 X 5% = \$0.00
(G)
PRO BONUS- BENEFICIAL \$0.00 X 10% = \$0.00
(H)

WKLY BASE EARNINGS \$486.40
SERVICE EARNINGS \$0.00 (E)
AUDITED SALES SIGN-UP BONUS \$0.00 (F)
SALES PRODUCTION BONUS \$0.00 (G)+(H)
TOTAL EARNINGS \$486.40 divide by 66.25 (B) = \$7.34 HRLY RATE

\$486.40 divide by 66.25 (B) = \$7.34 X 1.5 = \$11.01 OVERTIME RATE

STRAIGHT TIME HOURS 40.00 @ \$7.34 = \$293.68
OVERTIME HOURS 26.25 @ \$11.01 = \$289.09
VAC/SICK/OTHER HOURS 0.00 @ \$12.16 = \$0.00
HOLIDAY HOURS 0.00 @ \$12.16 = \$0.00

GROSS EARNINGS \$582.76

GPA - comm + 5/17

223 75
\$806 51SPECIALIST Roberto HernandezMANAGER [Signature]

DATE

DATE

* Hourly rate can not fall below applicable Federal/State minimum wage

CONFIDENTIAL
TRU 08967

CONFIDENTIAL
TRU 08968

TruGreen*ChenLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL
REV 5/27/03 PAGE 1 OF 1
PAY130

NAME JOSE L. RODRIGUEZ
WK END 5/24/03 PERIOD # 21
BRANCH [REDACTED] Wilmington
BRANCH # 4895

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	19	13.25						
TUE	20	11.00						
WED	21	10.75						
THU	22	11.50						
FRI	23	8.75						
SAT	24	6.75						
TOTAL			62.00					

SPECIAL PAY CALCULATIONS

Full Goal	Qual	Partial	Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
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WEEKLY BASE
TOTAL EARNINGS
450.00
450.00
divided by 62.00 = 7.258064
HOURLY RATE (B)
450.00 divided by 62.00 = 7.258064 * 1.5 = 10.887096
OVERTIME RATE (F)

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
PRIOR PERIOD HOURS
GROSS PAY

40.00	7.258064 (E)	=	290.32
22.00	10.887096 (F)	=	239.52
	11.250000 (G)	=	
	11.250000 (H)	=	
	11.250000 (I)	=	
			129.38
			659.22

LAWN SPECIALIST DOT
DATE 5/27/03
DATE 5/27/03

COMPENSATION WORKSHEET

NAME: Pepe Rodriguez
WEEK ENDING: May 24, 2003BRANCH: Wilmington
BRANCH # 4895DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS VAC/SICK/OTH	HOURS HOL
MON	\$0.00	13.25	0.00	0.00
TUE	\$0.00	11.00	0.00	0.00
WED	\$0.00	10.75	0.00	0.00
THU	\$0.00	11.50	0.00	0.00
FRI	\$0.00	8.75	0.00	0.00
SAT	\$0.00	6.75	0.00	0.00
TOTAL	\$0.00	62.00	0.00	0.00

(B) (C) (D)

CALCULATIONS

REVENUE INCENTIVE \$0.00 \$2,000.00 = \$0.00 0.00% X 7% =
(A) GOAL +/- GOAL % OVER GOAL X 8% = \$0.00
X 9% =

20/20 PLAN - GPA MARCH - APRIL

\$0.00

TOTAL PRODUCTION COMMISSION

\$0.00

(E)

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$0.00 X 5% = \$0.00
(F) (G)

PRO BONUS - BENEFICIAL \$0.00 X 10% = \$0.00
(H)

WKLY BASE EARNINGS
SERVICE EARNINGS
AUDITED SALES SIGN-UP BONUS
SALES PRODUCTION BONUS
TOTAL EARNINGS

\$450.00	
\$0.00	(E)
\$0.00	(F)
\$0.00	(G)+(H)
\$450.00	

divide by 62.00 = \$7.26
(B) HRLY RATE

\$450.00 divide by 62.00 = \$7.26 X 1.5 = \$10.89
(B) OVERTIME RATE

STRAIGHT TIME HOURS	<u>40.00</u>	@	<u>\$7.26</u>	=	<u>\$290.32</u>
OVERTIME HOURS	<u>22.00</u>	@	<u>\$10.89</u>	=	<u>\$239.52</u>
VAC/SICK/OTHER HOURS	<u>0.00</u>	@	<u>\$11.25</u>	=	<u>\$0.00</u>
HOLIDAY HOURS	<u>0.00</u>	@	<u>\$11.25</u>	=	<u>\$0.00</u>

GROSS EARNINGS

\$529.84

GPA - comp + 5/17

129.38

SPECIALIST

\$659.22

MANAGER

DATE

DATE

* Hourly rate can not fall below applicable Federal/State minimum wage

CONFIDENTIAL
TRU 08970

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
+FINAL* REV 5/27/03 PAGE 1 OF 1

NAME JUAN B. VACA VALDES
WK END 5/24/03 PERIOD # 21
BRANCH [REDACTED] BRANCH # 4895
Wilmington

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	19	17.00						
TUE	20	10.25						
WED	21	11.00						
THU	22	11.00						
FRI	23	10.00						
SAT	24	6.75						
TOTAL	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
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WEEKLY BASE TOTAL EARNINGS 450.00
divided by 66.00 = 6.818181
HOURLY RATE (E) 6.818181
OVERTIME RATE (F) 10.227271
450.00 divided by 66.00 = 6.818181 * 1.5 = 10.227271

STRAIGHT TIME HOURS 40.00
OVERTIME HOURS 26.00
VAC/SIC HOURS 6.818181 (E) = 272.73
HOLIDAY HOURS 10.227271 (F) = 265.91
OTHER PAY TYPE HRS 11.250000 (G) =
PRIOR PERIOD HOURS 11.250000 (H) =
GROSS PAY 265.98
854.62

LAWN SPECIALIST DOT
MANAGER
DATE 5/1/03
DATE

CONFIDENTIAL
TRU 08971

COMPENSATION WORKSHEET

NAME: Juan Vaca Valdes
WEEK ENDING: May 24, 2003BRANCH: Wilmington
BRANCH # 4895DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS VAC/SICK/OTH	HOURS HOL
MON	\$851.38	17.00	0.00	0.00
TUE	\$0.00	10.25	0.00	0.00
WED	\$1,107.97	11.00	0.00	0.00
THU	\$872.92	11.00	0.00	0.00
FRI	\$998.05	10.00	0.00	0.00
SAT	\$0.00	6.75	0.00	0.00
TOTAL	\$3,830.32	66.00	0.00	0.00

(B) (C) (D)

CALCULATIONS

REVENUE INCENTIVE \$3,830.32 - \$2,800.00 = \$1,030.32 36.80% X 7% =
 (A) GOAL +/- GOAL % OVER GOAL X 8% = \$82.43
 X 9% =

20/20 PLAN - GPA MARCH - APRIL

\$0.00

TOTAL PRODUCTION COMMISSION

\$82.43
(E)

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$0.00 X 5% = \$0.00
 (F) (G)
 PRO BONUS-BENEFICIAL \$0.00 X 10% = \$0.00
 (H)

WKLY BASE EARNINGS

\$486.40

SERVICE EARNINGS

\$82.43 (E)

AUDITED SALES SIGN-UP BONUS

\$0.00 (F)

SALES PRODUCTION BONUS

\$0.00 (G)+(H)

TOTAL EARNINGS

\$568.83divide by 66.00 =
(B)\$8.62
HRLY RATE

\$568.83 divide by 66.00 = \$8.62 X 1.5 = \$12.93
 (B) OVERTIME RATE

STRAIGHT TIME HOURS

40.00

@

\$8.62

=

\$344.74

OVERTIME HOURS

26.00

@

\$12.93

=

\$336.12

VAC/SICK/OTHER HOURS

0.00

@

\$12.16

=

\$0.00

HOLIDAY HOURS

0.00

@

\$12.16

=

\$0.00

GROSS EARNINGS

\$680.87

cxl bonus

123.75

SPECIALIST

\$804.62

MANAGER

DATE

DATE

* Hourly rate can not fall below applicable Federal/State minimum wage

CONFIDENTIAL
TRU 08973

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL

REV 5/27/03 PAY130
PAGE 1 OF 1

NAME GEORGE G. HERNANDEZ
WK END 5/24/03 PERIOD # 21
BRANCH [REDACTED] BRANCH # 4895
Wilmington

DAY	ACTUAL REVENUE/SALLES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		19	18.00					
TUE		20	10.25					
WED		21	10.00					
THU		22	8.40					
FRI		23	9.75					
SAT		24	6.75					
TOTAL	(A)		(B)	(C)		(D)		(O)

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial	Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
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WEEKLY BASE 450.00
TOTAL EARNINGS 450.00

450.00 divided by 62.75 = 7.171314 divided by 62.75 = 7.171314
(S) (B) (B)

450.00 divided by 62.75 = 7.171314 + 1.5 = 10.756971
(S) (B) (B)

STRAIGHT TIME HOURS 40.00 @ 7.171314 (E) = 286.85
OVERTIME HOURS 22.75 @ 10.756971 (E) = 244.72
VAC/SIC HOURS (C) 11.250000 (E) =
HOLIDAY HOURS (D) 11.250000 (E) =
OTHER PAY TYPE HRS (O) 11.250000 (E) =
PRIOR PERIOD HOURS 223.75
GROSS PAY 755.32

LAWN SPECIALIST DOT [Signature] DATE 5/27/03
MANAGER [Signature] DATE 5/27/03

CONFIDENTIAL
TRU 08974

A9-108

COMPENSATION WORKSHEET

NAME: Jorge Hernandez
WEEK ENDING: May 24, 2003BRANCH: Wilmington
BRANCH # 4895DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS VAC/SICK/OTH	HOURS HOL
MON	\$0.00	18.00	0.00	0.00
TUE	\$0.00	10.25	0.00	0.00
WED	\$0.00	10.00	0.00	0.00
THU	\$0.00	8.00	0.00	0.00
FRI	\$0.00	9.75	0.00	0.00
SAT	\$0.00	6.75	0.00	0.00
TOTAL	\$0.00	62.75	0.00	0.00
		(B)	(C)	(D)

CALCULATIONS

REVENUE INCENTIVE \$0.00 - \$4,000.00 = \$0.00 0.00% X 7% = \$0.00
 (A) GOAL +/- GOAL % OVER GOAL X 8% = \$0.00
 X 9% = \$0.00

20/20 PLAN - GPA MARCH - APRIL \$0.00

TOTAL PRODUCTION COMMISSION \$0.00
 (E)

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$0.00 X 5% = \$0.00
 (F) (G)

PRO BONUS-BENEFICIAL \$0.00 X 10% = \$0.00
 (H)

WKLY BASE EARNINGS

SERVICE EARNINGS

AUDITED SALES SIGN-UP BONUS

SALES PRODUCTION BONUS

TOTAL EARNINGS

\$450.00	
\$0.00 (E)	
\$0.00 (F)	
\$0.00 (G)+(H)	
\$450.00	divide by 62.75 = \$7.17
	(B) HRLY RATE

\$450.00 divide by 62.75 = \$7.17 X 1.5 = \$10.76
 (B) OVERTIME RATE

STRAIGHT TIME HOURS

OVERTIME HOURS

VAC/SICK/OTHER HOURS

HOLIDAY HOURS

40.00	@	\$7.17	=	\$286.85
22.75	@	\$10.76	=	\$244.72
0.00	@	\$11.25	=	\$0.00
0.00	@	\$11.25	=	\$0.00

GROSS EARNINGS

\$531.57

Gpa - comm + 5/17

223.75

SPECIALIST

MANAGER

\$755.32

DATE

DATE

* Hourly rate can not fall below applicable Federal/State minimum wage

CONFIDENTIAL
TRU 08976

Employee Name Cesar Ayala

04/24/06

* Only complete yellow cells

Week Production Goal	3,750.00
Week Production Actual	494.00
Variance	-3,256.00
% To Goal	-86.83%

Weekly Base Salary	600.00
Production Commission	0.00
Enter ---> Month Retention Bonus	0.00

Sales & Pro	
Audited Sales Sign-up	0.00
Sales Sign-up Pro Comm	0.00
Bene Sales Pro Comm	0.00
Sales Commission 15%	0.00
Sales Pro Comm 5%	0.00
Bene Pro Comm 10%	0.00
Sub-Pay	600.00
Hours	58.54
Hourly	10.25
OT	15.37

Straight Hrs	40.00
OT Hrs	18.54

Straight Pay	409.98
OT Pay	285.04

Total Pay	695.01
------------------	---------------

Employee Print Name: _____

Employee Sign and Date: _____

Manger Print Name: _____

Manager Sign and Date: _____

CONFIDENTIAL
TRU 09142

A9-110

Employee Name Jose Juarez

04/24/06

* Only complete yellow cells

Week Production Goal	3,750.00
Week Production Actual	3,220.00
Variance	-530.00
% To Goal	-14.13%

Weekly Base Salary	600.00
Production Commission	0.00
Month Retention Bonus	0.00

Sales & Pro

Audited Sales Sign-up	0.00	Sales Commission 15%	0.00
Sales Sign-up Pro Comm	0.00	Sales Pro Comm 5%	0.00
Bene Sales Pro Comm	0.00	Bene Pro Comm 10%	0.00

Sub-Pay	600.00
Hours	61.30
Hourly	9.79
OT	14.68

Straight Hrs	40.00
OT Hrs	21.30

Straight Pay	391.52
OT Pay	312.72

Total Pay	704.24
------------------	---------------

Employee Print Name:

Jose Salinas Juarez

Employee Sign and Date:

Manger Print Name:

STAN SMOLEWSKI

Manager Sign and Date:

Stan Smolewski 4/24/06CONFIDENTIAL
TRU 09146

Employee Name Claudio Santiago

04/24/06

* Only complete yellow cells

Week Production Goal	3,750.00
Week Production Actual	0.00
Variance	-3,750.00
% To Goal	-100.00%
Weekly Base Salary	600.00
Production Commission	0.00
Enter --> Month Retention Bonus	0.00
Sales & Pro	
Audited Sales Sign-up	0.00
Sales Sign-up Pro Comm	0.00
Bene Sales Pro Comm	0.00
Sales Commission 15%	0.00
Sales Pro Comm 5%	0.00
Bene Pro Comm 10%	0.00
Sub-Pay	600.00
Hours	61.30
Hourly	9.79
OT	14.68
Straight Hrs	40.00
OT Hrs	21.30
Straight Pay	391.52
OT Pay	312.72
Total Pay	704.24

Employee Print Name: _____

Employee Sign and Date: _____

Manger Print Name: _____

Manager Sign and Date: _____

CONFIDENTIAL
TRU 09150

A9-112

Employee Name Jose Juarez

05/01/06

* Only complete yellow cells

Week Production Goal	3,750.00
Week Production Actual	1,977.00
Variance	-1,773.00
% To Goal	-47.28%
Weekly Base Salary	600.00
Production Commission	0.00
Month Retention Bonus	0.00
Enter ---->	
Sales & Pro	
Audited Sales Sign-up	0.00
Sales Sign-up Pro Comm	0.00
Bene Sales Pro Comm	0.00
Sales Commission 15%	0.00
Sales Pro Comm 5%	0.00
Bene Pro Comm 10%	0.00
Sub-Pay	600.00
Hours	45.21
Hourly	13.27
OT	19.91
Straight Hrs	40.00
OT Hrs	5.21
Straight Pay	530.86
OT Pay	103.72
Total Pay	634.57

Employee Print Name: _____

Employee Sign and Date: termedManger Print Name: STAN SMOLEWSKIManager Sign and Date: [Signature] 5/01/06CONFIDENTIAL
TRU 09158

A9-113

Employee Name CLAUDIO SANTAGO

05/01/06

* Only complete yellow cells

Week Production Goal	3,750.00
Week Production Actual	0.00
Variance	-3,750.00
% To Goal	-100.00%

Weekly Base Salary	600.00
Production Commission	0.00
Enter ----> Month Retention Bonus	0.00

Sales & Pro	
Audited Sales Sign-up	0.00
Sales Sign-up Pro Comm	0.00
Bene Sales Pro Comm	0.00
Sales Commission 15%	0.00
Sales Pro Comm 5%	0.00
Bene Pro Comm 10%	0.00
Sub-Pay	600.00
Hours	46.47
Hourly	12.91
OT	19.37
Straight Hrs	40.00
OT Hrs	6.47

Straight Pay	516.46
OT Pay	125.31

Total Pay	641.77
------------------	---------------

9.00 COMM SALES
650.77

Employee Print Name:

Employee Sign and Date:

Manger Print Name:

Manager Sign and Date:

CONFIDENTIAL
TRU 09161

A9-114

Employee Name Eufalio Gonzalez

11/24/06

* Only complete yellow cells

Week Production Goal	3,600.00
Week Production Actual	3,799.00
Variance	199.00
% To Goal	5.53%

Weekly Base Salary	600.00
Production Commission	3.98
Month Retention Bonus	0.00

Sales & Pro

Audited Sales Sign-up	0.00	Sales Commission 15%	0.00
Sales Sign-up Pro Comm	0.00	Sales Pro Comm 5%	0.00
Bene Sales Pro Comm	0.00	Bene Pro Comm 10%	0.00

Sub-Pay	603.98
Hours	47.34
Hourly	12.76
OT	19.14

Straight Hrs	40.00
OT Hrs	7.34

Straight Pay	510.33
OT Pay	140.47

Total Pay	650.80
------------------	---------------

Employee Print Name: _____

Employee Sign and Date: _____

Manger Print Name: STAN SMOWENSKIManager Sign and Date: [Signature] 11/24/06

A9-115

CONFIDENTIAL
TRU 09178

REV 10/09/06 PAGE 1 OF 1

TruGreen*ChemLawn
COMPENSATION WORKSHEET: COML SPECIALIST
FINAL

NAME RAMON M. RODRIGUEZ
WK END 10/07/06 PERIOD # 40
BRANCH Allentown
BRANCH # 2721

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	2	3	9.34					
TUE	3	4	9.84					
WED	4	5	9.89					
THU	5	6	10.19					
FRI	6	7	9.75					
SAT	7		7.42					
TOTAL			56.43					

WEEKLY BASE 490.00
TOTAL EARNINGS 490.00

490.00 divided by 56.43 = 8.683324 * 1.5 = 13.024986

divided by (B) + (C) + (D) = 56.43

HOURLY RATE (E) 8.683324
OVERTIME RATE (F) 13.024986

STRAIGHT TIME HOURS 40.00 @ 8.683324 (E) = 347.33
OVERTIME HOURS 16.43 @ 13.024986 (F) = 214.00
VAC/SIC HOURS 12.250000 (E) =
HOLIDAY HOURS 12.250000 (E) =
OTHER PAY TYPE HRS 12.250000 (E) =
CUSTOMER RETENTION BONUS
COMMERCIAL SPEC COMM 200.00
GROSS PAY 761.33

COML SPECIALIST DATE 10/09/06
MANAGER DATE 10/09/06

CONFIDENTIAL
TRU 7719

A9-116

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL
REV 5/01/06 PAGE 1 OF 1
PAY130

NAME RAFAEL CONTRERAS-ROBLES
WK END 4/29/06 PERIOD # 17
BRANCH Allentown
BRANCH # 2721

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	HOURS V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	24	24	5.50					
TUE	25	25	10.10					
WED	26	26	10.17					
THU	27	27	10.50					
FRI	28	28	12.17					
SAT	29	29	10.67					
TOTAL			59.11					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Comm Basis	Comm Rate	Gross Pay
--------------	-------------	----------------	---------------------	------------------------	--------------	--------------

WEEKLY BASE
TOTAL EARNINGS
430.00
430.00
divided by 59.11 = 7.274572
HOURLY
RATE (E)
430.00 divided by 59.11 = 7.274572 * 1.5 = 10.911858
OVERTIME
RATE (F)

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
CUSTOMER RETENTION BONUS
GROSS PAY
40.00 @ 7.274572 (E) = 290.98
19.11 @ 10.911858 (E) = 208.53
@ 10.750000 (E) =
@ 10.750000 (E) =
@ 10.750000 (E) =
499.51

LAWN SPECIALIST DOT
MANAGER
DATE 5/01/06
DATE 5/01/06

CONFIDENTIAL
TRU 7728

A9-117

CONFIDENTIAL
TRU 7730

A9-118

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
* FINAL *

NAME RAFAEL CONTRERAS-ROBLES
WK END 5/06/06 PERIOD # 18
REV 5/08/06 PAGE 1 OF 1
PAY130
BRANCH Allentown
BRANCH # 2721

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	10.47	1	10.47					
TUE	11.45	2	11.45					
WED	10.92	3	10.92					
THU	9.00	4	9.00					
FRI	9.45	5	9.45					
SAT	9.22	6	9.22					
TOTAL			60.51					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Cancels	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
--------------	-------------	---------	----------------	---------------------	---------------	---------------	--------------	--------------

NEW PRODUCTION COMM

5000-
Adjustment
5096.88
Revised
5000- 5096.88

96.88 5.0% 4.84

WEEKLY BASE	480.00
NEW PRODUCTION COMM	4.84
TOTAL EARNINGS	484.84

divided by $\frac{60.51}{(B) + (C) + (D)}$ = $\frac{60.51}{8.012559}$ = 8.012559
HOURLY RATE (E)

484.84 divided by $\frac{60.51}{(B)}$ = $\frac{60.51}{8.012559} * 1.5$ = 12.018838
OVERTIME RATE (F)

STRAIGHT TIME HOURS	40.00	@	8.012559 (E)	=	320.50
OVERTIME HOURS	20.51	@	12.018838 (F)	=	246.51
VAC/SIC HOURS		@	12.000000 (E)	=	
HOLIDAY HOURS		@	12.000000 (E)	=	
OTHER PAY TYPE HRS		@	12.000000 (E)	=	
CUSTOMER RETENTION BONUS					
PRIOR PERIOD HOURS					
GROSS PAY					73.75
					640.76

LAWN SPECIALIST DOT
MANAGER
DATE 5/08/06
DATE 5/08/06

A9-121

CONFIDENTIAL
TRU 08399


truGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL
NAME ENRIQUE V. CASTANEDA
WK END 4/15/06 PERIOD # 15
REV 4/17/06 PAGE 1 OF 1
PAY130
BRANCH Malvern
BRANCH # 4885

DAY	ACTUAL REVENUE/SALES	DT WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	10	8.50					
TUE	11	10.00					
WED	12	11.00					
THU	13	11.50					
FRI	14	10.50					
SAT	15	8.00					
TOTAL	(A)	(B)	(C)	(D)	(E)	(F)	(G)

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
--------------	-------------	----------------	---------------------	---------------	---------------	--------------	--------------

WEEKLY BASE
TOTAL EARNINGS 454.40
454.40 divided by 59.50 = 7.636974 * 1.5 = 11.455461
divided by (B)+(C)+(D) = 7.636974
RATE (E)
OVERTIME
RATE (F)
STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS (C)
HOLIDAY HOURS (D)
OTHER PAY TYPE HRS (O)
CUSTOMER RETENTION BONUS
GROSS PAY 528.86

LAWN SPEC NON DOT
MANAGER  DATE 4/17/06
DATE 4/17/06

Green*ChemLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL

REV 4/17/06
PAGE 1 OF 1

NAME RICARDO R. PEREZ
WK END 4/15/06 PERIOD # 15
BRANCH Malvern
BRANCH # 4885

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		10	8.50					
TUE		11	10.00					
WED		12	10.50					
THU		13	11.00					
FRI		14	10.50					
SAT		15	8.00					
TOTAL			58.50					

SPECIAL PAY CALCULATIONS

Full Goal	Qual Amount	Partial	Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
--------------	----------------	---------	----------	---------------	---------------	--------------	--------------

WEEKLY BASE
TOTAL EARNINGS

454.40
454.40
divided by 58.50 = 7.767521

58.50 divided by 58.50 = 1.0
7.767521 * 1.0 = 7.767521

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
CUSTOMER RETENTION BONUS
GROSS PAY

40.00 @ 7.767521 (E) = 310.70
18.50 @ 11.651281 (E) = 215.55
1.360000 (E) =
1.360000 (E) =
1.360000 (E) =
526.25

LAWN SPEC NON DOT

MANAGER  DATE 4/17/06

A9-122

CONFIDENTIAL
TRU 08401

TruGreen/ChemLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL

REV 4/24/06
PAGE 1 OF 1

PAY130

NAME ENRIQUE V. CASTANEDA
WK END 4/22/06 PERIOD # 16

BRANCH Malvern
BRANCH # 4885

DAY	REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	17	10.00						
TUE	18	10.00						
WED	19	10.00						
THU	20	10.50						
FRI	21	9.67						
SAT	22	8.17						
TOTAL			58.34					

SPECIAL PAY CALCULATIONS

Full Pgm	Qual	Other	Comm	Comm	Gross
Goal	Amount	Goal	Basis	Rate	Pay

WEEKLY BASE
TOTAL EARNINGS

454.40
454.40

divided by

58.34
(B)+(C)+(D)

7.788824
HOURLY RATE (E)

454.40 divided by 58.34 = 7.788824 * 1.5 = 11.682336

HOURLY RATE (E)

11.682336
OVERTIME RATE (F)

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
CUSTOMER RETENTION BONUS
GROSS PAY

40.00 @ 7.788824 (E) = 311.55
18.34 @ 11.682336 (F) = 214.27
@ 11.360000 (E) =
@ 11.360000 (E) =
@ 11.360000 (E) =

525.82

LAWN SPEC NON DOT

MANAGER

DATE 4/24/06

DATE 4/24/06

A9-123

CONFIDENTIAL
TRU 08403

REV 10/09/06 PAY130
PAGE 1 OF 1

HEET: LAWN SPEC NON DOT

LEON

BRANCH Malvern
BRANCH # 4885

PERIOD # 40

DAY	ACTUAL REVENUE	SALES DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		2	9.77					
TUE		3	9.74					
WED		4	9.54					
THU		5	9.70					
FRI		6	9.84					
SAT		7						
TOTAL			48.59					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
--------------	-------------	----------------	---------------------	---------------	---------------	--------------	--------------

WEEKLY BASE
TOTAL EARNINGS 480.00
480.00 divided by 480.00 divided by 48.59 = 9.878575
HOURLY RATE (E)
480.00 divided by 48.59 = 9.878575 * 1.5 = 14.817862
OVERTIME RATE (F)
STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
CUSTOMER RETENTION BONUS
GROSS PAY

TERMINED

LAWN SPEC NON DOT
MANAGER
DATE 10/09/06
DATE 10/09/06

A9-124

CONFIDENTIAL
TRU 08432

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL REV 11/13/06 PAY130
PAGE 2 OF 2

NAME RICARDO A. ORTEGA
WK END 11/11/06 PERIOD # 45
BRANCH Malvern
BRANCH # 4885

WEEKLY BASE	480.00
EXPANDED PROD BONUS	6.50
NEW PRODUCTION COMM	3.30
TOTAL EARNINGS	489.90

489.90 divided by $\frac{46.67}{(B)}$ = $\frac{10.497107}{(B)}$ * 1.5 = $\frac{15.745660}{(E)}$
divided by $\frac{46.67}{(B)+(C)+(D)}$ = $\frac{10.497107}{(E)}$
HOURLY RATE (E)

STRAIGHT TIME HOURS	40.00	@	10.497107	(E)	=	419.88
OVERTIME HOURS	6.67	@	15.745660	(E)	=	105.02
VAC/SIC HOURS		@	12.000000	(E)	=	
HOLIDAY HOURS		@	12.000000	(E)	=	
OTHER PAY TYPE HRS		@	12.000000	(E)	=	
CUSTOMER RETENTION BONUS		@	12.000000	(E)	=	
GROSS PAY						524.90

LAWN SPECIALIST DOT
MANAGER  DATE 11/13/06
DATE 11/13/06

CONFIDENTIAL
TRU 08462

A9-125

Compensation Worksheet: LAWN SPECIALIST DOT
 FINAL REV 11/06/06 PAGE 2 OF 2 PAY130

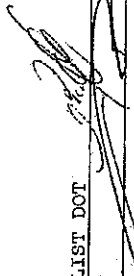

NAME RICARDO A. ORTEGA
 WK END 11/04/06 PERIOD # 44
 BRANCH Malvern
 BRANCH # 4885

WEEKLY BASE	480.00
EXPANDED PROD. BONUS	37.00
NEW PRODUCTION COMM	48.50
TOTAL EARNINGS	565.50

divided by $\frac{(B)+(C)+(D)}{10.222342}$ = 55.32

565.50 divided by $\frac{55.32}{(B)}$ = 10.222342 * 1.5 = 15.333513

STRAIGHT TIME HOURS	40.00	@	10.222342 (E)	=	408.89
OVERTIME HOURS	15.32	@	15.333513 (F)	=	234.91
VAC/SIC HOURS		@	12.000000 (E)	=	
HOLIDAY HOURS		@	12.000000 (E)	=	
OTHER PAY TYPE HRS		@	12.000000 (E)	=	
CUSTOMER RETENTION BONUS					
GROSS PAY					643.80

LAWN SPECIALIST DOT  DATE 11/06/06
 MANAGER  DATE 11/06/06

A9-126

CONFIDENTIAL
 TRU 08458

Green*ChemLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL
NAME RICARDO R. PEREZ
WK END 4/22/06 PERIOD # 16
REV 4/24/06 PAGE 1 OF 1
BRANCH Malvern
BRANCH # 4885

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	17	10:00						
TUE	18	10:00						
WED	19	10:00						
THU	20	10:00						
FRI	21	10:00						
SAT	22	8:34						
TOTAL			58.76					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Cancels Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
--------------	-------------	-------------------	---------------------	---------------	---------------	--------------	--------------

WEEKLY BASE
TOTAL EARNINGS 454.40
454.40 divided by 58.76 = 7.733151 * 1.5 = 11.599726
divided by 58.76 = 7.733151 * 1.5 = 11.599726
STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
CUSTOMER RETENTION BONUS
GROSS PAY

LAWN SPEC NON DOT
MANAGER [Signature] DATE 4/24/06
DATE 4/24/06

A9-127

CONFIDENTIAL
TRU 08406

TruGreen+ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL

REV 10/24/05
PAGE 1 OF 1

PAY130

NAME RAMON M. RODRIGUEZ

BRANCH Allentown

WK END 10/22/05 PERIOD # 43

BRANCH # 2721

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	17	17	8.79					
TUE	18	18	9.12					
WED	19	19	9.30					
THU	20	20	9.12					
FRI	21	21	9.07					
SAT	22	22	7.04					
TOTAL			52.44					

SPECIAL PAY CALCULATIONS

Full Pgm	Qual Amount	Partial	Expanded	Other Comm Basis	Comm Rate	Gross Pay
----------	-------------	---------	----------	------------------	-----------	-----------

NEW PRODUCTION COMM

5500-
Adjustment
250 5453.19
Revised
5250- 5453.19

203.19 7.0% 14.22

WEEKLY BASE	450.00
NEW PRODUCTION COMM	14.22
TOTAL EARNINGS	464.22

divided by 52.44 = 8.852402

464.22 divided by 52.44 = 8.852402 * 1.5 = 13.278603

STRAIGHT TIME HOURS	@	8.852402 (E)	=	354.10
OVERTIME HOURS	@	13.278603 (F)	=	165.19
VAC/SIC HOURS	@	11.250000 (E)	=	
HOLIDAY HOURS	@	11.250000 (E)	=	
OTHER PAY TYPE HRS	@	11.250000 (E)	=	
PRIOR PERIOD HOURS				270.00
GROSS PAY				789.29

LAWN SPECIALIST DOT

DATE 10/24/05

MANAGER

DATE 10/24/05

A9-128

CONFIDENTIAL
TRU 7658

CONFIDENTIAL
TRU 7662

A9-129

REV 3/28/05 PAY130
PAGE 2 OF 2

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL

NAME RAMON M. RODRIGUEZ
WK END 3/26/05 PERIOD # 13
BRANCH Allentown
BRANCH # 2721

WEEKLY BASE 450.00
SALES PROD. BONUS 1.50
NEW PRODUCTION COMM 18.35
SIGN-UP COMMISSION 31.50
TOTAL EARNINGS 501.35

divided by 53.17 = 9.429189
(B)+(C)+(D) HOURLY RATE (E)

501.35 divided by 53.17 = 9.429189 * 1.5 = 14.143783
(B) OVERTIME RATE (F)

STRAIGHT TIME HOURS 40.00 @ 9.429189 (E) = 377.17
OVERTIME HOURS 13.17 @ 14.143783 (F) = 186.27
VAC/SIC HOURS (C) @ 11.250000 (E) =
HOLIDAY HOURS (D) @ 11.250000 (E) =
OTHER PAY TYPE HRS (O) @ 11.250000 (E) =
PRIOR PERIOD HOURS 130.50
GROSS PAY 693.94

[Signature]

LAWN SPECIALIST DOT DATE 3/28/05
MANAGER DATE 3/28/05

A9-130

CONFIDENTIAL
TRU 7664

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL
REV 4/04/05 PAGE 1 OF 1
PAY130

NAME RAMON M. RODRIGUEZ
WK END 4/02/05 PERIOD # 14
BRANCH Allentown
BRANCH # 2721

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	28	9.15						
TUE	29	10.17						
WED	30	10.12						
THU	31	9.92						
FRI	1	9.37						
SAT	2	3.95						
TOTAL			52.68					

SPECIAL PAY CALCULATIONS

Full Pgm Goal Canceled Amount Partial Expanded Other Comm Basis Comm Rate Gross Pay
NEW PRODUCTION COMM
5500-
Adjustment
Revised 4997.36
5500- 4997.36

WEEKLY BASE
TOTAL EARNINGS
450.00
450.00
divided by 52.68 = 8.542141
HOURLY RATE (E)
450.00 divided by 52.68 = 8.542141 * 1.5 = 12.813211
OVERTIME RATE (F)
STRAIGHT TIME HOURS
OVERTIME HOURS (C) 40.00 @ 8.542141 (E) = 341.69
VAC/SIC HOURS (D) 12.68 @ 12.813211 (F) = 162.47
HOLIDAY HOURS (O) 11.250000 (E) =
OTHER PAY TYPE HRS (O) 11.250000 (E) =
GROSS PAY 504.16

LAWN SPECIALIST DOT
MANAGER
DATE 4/04/05
DATE 4/04/05

TruGreen*ChenLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL

REV 3/28/05 PAGE 1 OF 1

NAME ARMANDO R. CORDOVA

BRANCH Allentown

WK END 3/26/05 PERIOD # 13

BRANCH # 2721

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	21	9.50						
TUE	22	9.50						
WED	23	9.50						
THU	24	8.00						
FRI	25	10.00						
SAT	26	7.00						
TOTAL			53.50					

SPECIAL PAY CALCULATIONS

Full Pgm	Qual	Other	Comm	Gross
Goal	Amount	Goal	Rate	Pay

NEW PRODUCTION COMM

4750-
Adjustment 4053.14
Revised
4750- 4053.14

WEEKLY BASE
TOTAL EARNINGS

410.00	divided by	53.50	=	7.663551
410.00		(B) + (C) + (D)		HOURLY RATE (E)

410.00 divided by 53.50 = 7.663551 * 1.5 = 11.495326

STRAIGHT TIME HOURS	40.00	@	7.663551	(E)	=	306.54
OVERTIME HOURS	13.50	@	11.495326	(F)	=	155.19
VAC/SIC HOURS		@	10.250000	(E)	=	
HOLIDAY HOURS		@	10.250000	(E)	=	
OTHER PAY TYPE HRS		@	10.250000	(E)	=	
PRIOR PERIOD HOURS						
GROSS PAY						183.75
						645.48

LAWN SPEC NON DOT *Armando Cordova* DATE 3/28/05
MANAGER DATE 3/28/05

CONFIDENTIAL
TRU 7671

A9-131

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL

REV 4/04/05
PAGE 1 OF 1

PAY330

NAME ARMANDO R. CORDOVA / ~~165-68-1122~~ BRANCH Allentown

WK END 4/02/05 PERIOD # 14 BRANCH # 2721

DAY	ACTUAL REVENUE/SALES	DT	WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	28	8.44						
TUE	29	10.27						
WED	30	10.54						
THU	31	10.30						
FRI	1	9.72						
SAT	2	4.07						
TOTAL	144	53.44	(B)	(C)	(D)	(E)	(F)	(G)

SPECIAL PAY CALCULATIONS

Full Goal Cancells Partial Expanded Other Comm Comm Gross
Qual Amount Basis Rate Pay

NEW PRODUCTION COMM

4750-
Adjustment
250- 4247.82
Revised
5000- 4247.82

WEEKLY BASE 420.00
TOTAL EARNINGS 420.00
divided by 53.44 = 7.859281
HOURLY RATE (E)
420.00 divided by 53.44 = 7.859281 * 1.5 = 11.788921
OVERTIME RATE (F)
STRAIGHT TIME HOURS 40.00 @ 7.859281 (E) = 314.37
OVERTIME HOURS 13.44 @ 11.788921 (F) = 158.44
VAC/SIC HOURS (C) 10.500000 (E) =
HOLIDAY HOURS (D) 10.500000 (E) =
OTHER PAY TYPE HRS (O) 10.500000 (E) =
GROSS PAY 472.81

LAWN SPECIALIST DOT *Armando Cordova Jr* DATE 4/04/05
MANAGER DATE 4/04/05

A9-132

CONFIDENTIAL
TRU 7673

CONFIDENTIAL
TRU 7681
A9-133

REV 4/18/05 3 PAY130
PAGE 1 OF 1

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL

NAME NATIVIDAD C. GALLAGA

WK END 4/16/05 PERIOD # 16

BRANCH Allentown

BRANCH # 2721

DAY	ACTUAL REVENUE/SALES	DT WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	11	10.09					
TUE	12	9.92					
WED	13	10.12					
THU	14	10.00					
FRI	15	10.09					
SAT	16	7.99					
TOTAL		58.21					

SPECIAL PAY CALCULATIONS

Full Pgm Cancells Qual Amount Partial Expanded Other Comm Basis Comm Rate Gross Pay

NEW PRODUCTION COMM /week - Rt 11 - 1100/DAY!
5500
Adjustment 250 6683.35
Revised 5250- 6683.35
1433.35
1433.35 8.0% 114.67

WEEKLY BASE 420.00
NEW PRODUCTION COMM 114.67
TOTAL EARNINGS 534.67
divided by 58.21 = 9.185191
HOURLY RATE (E) 9.185191

534.67 divided by 58.21 = 9.185191 * 1.5 = 13.777786
OVERTIME RATE (F) 13.777786

STRAIGHT TIME HOURS 40.00 @ 9.185191 (E) = 367.41
OVERTIME HOURS 18.21 @ 13.777786 (F) = 250.89
VAC/SIC HOURS 10.500000 (E) =
HOLIDAY HOURS 10.500000 (E) =
OTHER PAY TYPE HRS 10.500000 (E) =
GROSS PAY 618.30

LAWN SPECIALIST DOT Natividad Gallaga DATE 4/18/05
MANAGER DATE 4/18/05



TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL

REV 10/24/05
PAGE 2 OF 1

NAME / FRANCISCO SAAVEDRA
WK END 10/22/05 PERIOD # 43
BRANCH # 2721
Allentown

WEEKLY BASE	430.00
SALES PROD. BONUS	4.50
TOTAL EARNINGS	434.50

divided by 51.11 = 8.501271
(H)+(C)+(D) HOURLY RATE (E)

434.50 divided by 51.11 = 8.501271 * 1.5 = 12.751906
(H) OVERTIME RATE (F)

STRAIGHT TIME HOURS	40.00	@	8.501271 (E)	=	340.05
OVERTIME HOURS	11.11	@	12.751906 (F)	=	141.67
VAC/SIC HOURS (C)		@	10.750000 (E)	=	
HOLIDAY HOURS (D)		@	10.750000 (E)	=	
OTHER PAY TYPE HRS (O)		@	10.750000 (E)	=	
GROSS PAY					481.72

LAWN SPECIALIST DOT DATE 10/24/05

MANAGER DATE 10/24/05

CONFIDENTIAL
TRU 7684

A9-134

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL

REV 3/28/05
PAGE 1 OF 1

NAME ANGEL N. GALLAGA

WK END 3/26/05 PERIOD # 13

BRANCH Allentown

BRANCH # 2721

DAY	REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	21	9.60						
TUE	22	10.62						
WED	23	8.97						
THU	24	7.97						
FRI	25	10.15						
SAT	26	6.25						
TOTAL			53.56					

SPECIAL PAY CALCULATIONS

Full Pgm Canceled Amount Qual Amount Partial Expanded Other Comm Goal Basis Comm Rate Gross Pay

NEW PRODUCTION COMM

5625

Adjustment

700 4527.79

Revised

4925- 4527.79

WEEKLY BASE
TOTAL EARNINGS

450.00 divided by 53.56 = 8.401792 * 1.5 = 12.602688

450.00 divided by 53.56 = 8.401792 * 1.5 = 12.602688

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
GROSS PAY

40.00 @ 8.401792 (E) = 336.07
13.56 @ 12.602688 (F) = 170.89
@ 11.250000 (E) =
@ 11.250000 (E) =
@ 11.250000 (E) =
506.96

LAWN SPECIALIST DOT *[Signature]* DATE 3/28/05
MANAGER DATE 3/28/05

A9-135

CONFIDENTIAL
TRU 7694

COMPENSATION WORKSHEET

(only enter blue data)

NAME: Fabio Leon

WEEK END: 19-Mar-05

BRANCH: MALVERN

BRANCH # 4883

DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS WORKED	HOURS HOL
MON		9.00		0.00
TUE	\$956.00	8.50		0.00
WED	\$1,073.00	9.50		0.00
THU	\$956.00	9.50		0.00
FRI	\$1,003.00	9.50		0.00
SAT	\$1,012.00	8.00		0.00
TOTAL	\$4,993.00	54.00	0.00	0.00

CALCULATIONS

REVENUE INCENTIV \$4,993.00
 (A) = $\frac{\$4,993.00}{1050} = \4.7552
 GOAL = \$793.00
 +/- GOAL + OVER GOA X 9% = \$55.51

SALES INCENTIVE X15% = \$0.00 PRODUCTION BONUS X5% = \$0.00
 (F) = $\frac{\$0.00}{1050} = \0.00
 PRO. BONUS-BENEFICIAL X10% = \$0.00
 (H) = $\frac{\$0.00}{1050} = \0.00

WIKLY BASE EARNINGS \$490.00
 SERVICE EARNINGS \$55.31 (E)
 AUDITED SALES SIGN-UP BON \$0.00 (F)
 SALES PRODUCTION BONUS \$0.00 (G)+(H)
 TOTAL EARNINGS \$545.31 divide by 54.00 = \$10.10
 (B) = $\frac{\$545.31}{54.00} = \10.10 HRLY RATE

\$545.51 divide by 54.00 = \$10.10 X 1.5 = \$15.15
 (B) = $\frac{\$545.51}{54.00} = \10.10 OVERTIME RATE

STRAIGHT TIME HOURS	40.00	@	\$10.10	=	\$404.08
OVERTIME HOURS	14.00	@	\$15.15	=	\$212.14
VAC/SICK/OTHER H	0.00	@	\$17.25	=	\$0.00
HOLIDAY HOURS	0.00	@	\$17.25	=	\$0.00

MONTHLY RETENTION BONUS \$0.00
 COMMERCIAL INCENTIVE
 GROSS EARNINGS \$616.22

SPECIALIST

MANAGER

DATE

DATE

* Hourly rate can not fall below applicable Federal/State minimum wage.

Cancel Bonus Goals

% OVER MONTH TARGET
 Target to 4.8% Improvement
 9.0% to 8.5% Improvement
 10.0% to 14.9% Improvement
 15.0% and up Improvement

CONFIDENTIAL
TRU 08294

A9-136

COMPENSATION WORKSHEET

(only enter blue data)

NAME: Martin Leon

WEEK END: 19-Mar-05

BRANCH: MALVERN
BRANCH # 4885DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT	REV	HOURS	HOURS	HOURS	HOL.
MON						
TUE		\$1,084.00	9.30			0.00
WED		\$1,298.00	9.30			0.00
THU		\$1,266.00	9.45			0.00
FRI		\$1,288.00	9.50			0.00
SAT		\$1,255.00	8.30			0.00
TOTAL		\$6,192.00	55.85	0.00	0.00	0.00

CALCULATIONS

REVENUE INCENTIV = \$6,192.00 (A) = \$5,000.00 = \$1,192.00 23.84% X 7% = \$85.36
GOAL 1250 +/- GOAL & OVER GOAL X 6% = \$75.36

SALES INCENTIVE X 15% = \$0.00 PRODUCTION BONUS X 5% = \$0.00 (F) (G)
PRO. BONUS-BENEFICIAL X 10% = \$0.00 (H)

WEEKLY BASE EARNINGS \$180.00
SERVICE EARNINGS \$55.36 (E)
AUDITED SALES SIGNUP BONUS \$0.00 (F)
SALES PRODUCTION BONUS \$0.00 (G)+(H)
TOTAL EARNINGS \$235.36 divide by 55.85 = \$4.21 HRLY RATE
\$576.36 divide by 55.85 = \$10.30 X 1.5 = \$15.45 OVERTIME RATE

STRAIGHT TIME HOURS 40.00 @ \$10.30 = \$412.08
OVERTIME HOURS 15.85 @ \$15.45 = \$244.93
VAC/SICK/OTHER H 0.00 @ \$0.00 = \$0.00
HOLIDAY HOURS 0.00 @ \$12.00 = \$0.00

MONTHLY RETENTION BONUS

COMMERCIAL INCENTIVE

GROSS EARNINGS

Cancel Bonus Goals

SPECIALIST Martin Leon

MANAGER [Signature]

% OVER MONTH TARGET
Target to 4.5% Improvement
5.0% to 9.5% Improvement
10.0% to 14.5% Improvement
15.0% and up Improvement

* Hourly rate can not fall below applicable Federal/State minimum wage.

CONFIDENTIAL
TRU 08296

A9-137

COMPENSATION WORKSHEET

(only enter blue data)

NAME: Gabino Leon
WEEK END: 19-Mar-05BRANCH: MALVERN
BRANCH #: 4853DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT	HOURS	HOURS	HOURS	HOURS
MON	REV	10.00	VAC/CK/OT	0.00	
TUE	\$978.00	9.30		0.00	
WED	\$1,235.00	9.30		0.00	
THU	\$1,254.00	9.45		0.00	
FRI	\$1,207.00	9.50		0.00	
SAT	\$1,199.00	8.50		0.00	
TOTAL	\$5,784.00	55.85	0.00	0.00	

COMPUTATIONS

REVENUE INCENTIV \$5,784.00 (A) = \$4,900.00 = \$884.00 18.04% X 7% = \$61.88
GOAL 1225 +/- GOAL +/- OVER GOAL X 8% = \$61.88
X 9% =

SALES INCENTIVE X 15% = \$0.00 PRODUCTION BONUS X 5% = \$0.00
(F) PRO. BONUS- BENEFICIAL X 10% = \$0.00
(H)

WEEKLY BASE EARNINGS

SERVICE EARNINGS \$480.00 (E)
AUDITED SALES SIGN-UP BONUS \$61.88 (F)
SALES PRODUCTION BONUS \$0.00 (G)
TOTAL EARNINGS \$541.88 (H) divide by 55.85 = \$9.70 (I) HRLY RATE

\$541.88 divide by 55.85 = \$9.70 X 1.5 = \$14.55 OVERTIME RATE
(B)

STRAIGHT TIME HOURS

OVERTIME HOURS 40.00 @ \$9.70 = \$388.10
VAC/CK/OT/OTHER H 15.85 @ \$14.55 = \$230.67
HOLIDAY HOURS 0.00 @ \$0.00 = \$0.00
MONTHLY RETENTION BONUS 0.00 @ \$0.00 = \$0.00

COMMERCIAL INCENTIVE

GROSS EARNINGS

\$618.77

SPECIALIST

GABINO LEON VARGAS

MANAGER

DATE 3/20/05

* Hourly rate can not fall below applicable Federal/State minimum wage.

Cancel Bonus Goals

% OVER MONTH TARGET
Target to 4.5% Improvement
5.0% to 8.5% Improvement
10.0% to 14.5% Improvement
15.0% and up Improvement

CONFIDENTIAL
TRU 08300

A9-138

TriuGreen+ChemLawn
COMPENSATION WORKSHEET: *FINAL*

LAWN SPECIALIST DOT

REV 3/21/05 PAGE 1 OF 1

NAME JUAN E. CHAVEZ

WK END 3/19/05 PERIOD # 12

BRANCH Malvern
BRANCH # 4885

DAY	ACTUAL REVENUE/SALES	DT WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		14	10.00				
TUE		15	9.50				
WED		16	9.50				
THU		17	9.50				
FRI		18	9.75				
SAT		19	8.50				
TOTAL			56.75				

SPECIAL PAY CALCULATIONS

Full Goal	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay

WEEKLY BASE
TOTAL EARNINGS

452.00
452.00

452.00 divided by $\frac{56.75}{(B)}$ = $\frac{56.75}{(B)+(C)+(D)}$ divided by $\frac{7.964757}{(E)}$ = $\frac{7.964757}{(F)}$

STRAIGHT TIME HOURS

OVERTIME HOURS (C)
VAC/SIC HOURS (D)
HOLIDAY HOURS (O)

40.00 @ $\frac{7.964757}{(E)}$ = $\frac{318.59}{(F)}$
16.75 @ $\frac{11.947135}{(E)}$ = $\frac{200.11}{(F)}$
GROSS PAY $\frac{11.300000}{(E)}$ = $\frac{11.300000}{(F)}$
518.70

LAWN SPECIALIST DOT

MANAGER *Juan Chavez* ✓

DATE 3/21/05

DATE 3/21/05

CONFIDENTIAL
TRU 08303

A9-139

TruGreen*ChemLawn
 COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
 FINAL
 NAME FERNANDO A. GALVEZ
 WK END 3/19/05 PERIOD # 12
 REV 3/21/05 PAGE 1 OF 1
 PAV130
 BRANCH Malvern
 BRANCH # 4885

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	14	8.00						
TUE	15	9.00						
WED	16	9.00						
THU	17	9.00						
FRI	18	9.00						
SAT	19	7.00						
TOTAL			51.00					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial	Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
--------------	-------------	----------------	---------	----------	---------------	---------------	--------------	--------------

WEEKLY BASE 460.00
 TOTAL EARNINGS 460.00
 460.00 divided by 51.00 = 9.019607
 divided by (B)+(C)+(D) = 51.00
 HOURLY RATE (E) 9.019607
 OVERTIME RATE (F) 13.529410
 STRAIGHT TIME HOURS 40.00 @ 9.019607 (E) = 360.78
 OVERTIME HOURS 11.00 @ 13.529410 (F) = 148.82
 VAC/SIC HOURS (C) 11.500000 (E) =
 HOLIDAY HOURS (D) 11.500000 (E) =
 OTHER PAY TYPE HRS (O) 11.500000 (E) =
 GROSS PAY 509.60

LAWN SPECIALIST DOT
 MANAGER
 DATE 3/21/05
 DATE 3/21/05

CONFIDENTIAL
 TRU 08304

A9-140

Green*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL* PAGE 1 OF 1

REV 3/28/05
NAME FERNANDO A. DURAN
WK END 3/26/05 PERIOD # 13
BRANCH Malvern
BRANCH # 4885

DAY	ACTUAL REVENUE/SALES	DT WORKED	HOURS VAC/SICK	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	21	8.82				
TUE	22	9.90				
WED	23	9.19				
THU	24	8.25				
FRI	25	9.07				
SAT	26	6.77				
TOTAL		52.00	(C)	(D)		(O)

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay

WEEKLY BASE
TOTAL EARNINGS 460.00
460.00 divided by 52.00 = 8.846153 * 1.5 = 13.269229
divided by 52.00 = 8.846153 * 1.5 = 13.269229
RATE (E)
OVERTIME
RATE (F)

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
GROSS PAY

40.00	@	8.846153	(E)	=	353.85
12.00	@	13.269229	(F)	=	159.23
	@	11.500000	(E)	=	
	@	11.500000	(E)	=	
	@	11.500000	(E)	=	
				=	513.08

LAWN SPECIALIST DOT
MANAGER
DATE 3/28/05
DATE 3/28/05

CONFIDENTIAL
TRU 08308

A9-141

COMPENSATION WORKSHEET

(only enter base data)

NAME: Felipe Leon
WEEK END: 28-Mar-05BRANCH: MALVERN
BRANCH: 4883DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT	REV	HOURS	HOURS	HOURS	HOURS
				MACROCODE		HOL
MON		\$1,423.00	10.02			0.00
TUE		\$1,207.00	9.57			0.00
WED		\$1,031.00	9.22			0.00
THU		\$1,213.00	9.25			0.00
FRI		\$1,234.00	9.30			0.00
SAT		\$1,019.00	8.31			0.00
TOTAL		\$7,140.00	55.57		0.00	0.00

CALCULATIONS

REVENUE INCENTIV \$7,140.00
GOAL 1050
X 15% = \$1,071.00
X 10% = \$714.00
X 5% = \$357.00
X 0% = \$0.00
X 7% = \$499.80
X 9% = \$642.60
X 11% = \$785.40
X 13% = \$928.20
X 15% = \$1,071.00

SALES INCENTIVE \$1,071.00
PRODUCTION BONUS \$0.00
PRO BONUS BENEFICIAL \$0.00
X 15% = \$160.65
X 10% = \$107.10
X 5% = \$53.55
X 0% = \$0.00
X 7% = \$74.97
X 9% = \$96.39
X 11% = \$117.81
X 13% = \$139.23
X 15% = \$160.65

WEEKLY BASE EARNINGS \$1,423.00 (E)
SERVICE EARNINGS \$0.00 (E)
AUDITED SALES SIGN-UP BONUS \$0.00 (F)
SALES PRODUCTION BONUS \$0.00 (G) (H)
TOTAL EARNINGS \$1,423.00

\$1,423.00 divide by 55.57 = \$25.61
X 1.5 = \$38.41
OVERTIME RATE \$13.23

STRAIGHT TIME HOURS 40.00
OVERTIME HOURS 15.57
VAC/SICK/OTHER H 0.00
HOLIDAY HOURS 0.00

MONTHLY RETENTION BONUS

COMMERCIAL INCENTIVE

GROSS EARNINGS

SPECIALIST

MANAGER

DATE 3/28/05

DATE 3/28/05

* Hourly rate can not fall below applicable Federal/State minimum wage.

Cancel Bonus Goals

% OVER MONTH TARGET
Target to 4.9% improvement
5.0% to 8.9% improvement
10.0% to 14.9% improvement
15.0% and up improvement

CONFIDENTIAL
TRU 08320

A9-142

CONFIDENTIAL
TRU 08323

A9-143

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL

REV 3/28/05
PAGE 1 OF 1

NAME JUAN E. CHAVEZ,
WK END 3/26/05 PERIOD # 13
BRANCH Malvern
BRANCH # 4885

DAY	ACTUAL REVENUE/SALES	DT WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	21	9.57					
TUE	22	9.74					
WED	23	9.70					
THU	24	9.10					
FRI	25	9.30					
SAT	26	8.50					
TOTAL	(A)	(B)	(C)	(D)	(E)	(F)	(G)

SPECIAL PAY CALCULATIONS

Full Pgm	Qual	Goal	Amount	Partial	Expanded	Other	Comm	Comm	Gross
Goal	Cancels	Amount	Partial	Expanded	Goal	Basis	Rate	Rate	Pay

WEEKLY BASE
TOTAL EARNINGS

452.00
452.00

divided by $\frac{56.01}{(B)+(C)+(D)}$ = $\frac{8.069987}{\text{HOURLY RATE (E)}}$

452.00 divided by $\frac{56.01}{(B)}$ = $\frac{8.069987}{\text{OVERTIME RATE (F)}}$ * 1.5 =

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
GROSS PAY

40.00 @ $\frac{8.069987}{\text{OVERTIME RATE (F)}}$ = 322.80
16.01 @ $\frac{12.104980}{\text{OVERTIME RATE (F)}}$ = 193.80
@ $\frac{11.300000}{\text{OVERTIME RATE (F)}}$ =
@ $\frac{11.300000}{\text{OVERTIME RATE (F)}}$ =
@ $\frac{11.300000}{\text{OVERTIME RATE (F)}}$ =
516.60

LAWN SPECIALIST DOT

MANAGER

DATE 3/28/05

DATE 3/28/05

TruGreen*ChemLawn
 COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
 FINAL
 NAME RICARDO A. ORTEGA
 WK END 10/22/05 PERIOD # 43
 REV 10/24/05
 PAGE 1 OF 1
 PAY130
 BRANCH Malvern
 BRANCH # 4885

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		17	10.30					
TUE		18	10.40					
WED		19	11.17					
THU		20	9.04					
FRI		21	11.00					
SAT		22	7.57					
TOTAL			59.48					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay

WEEKLY BASE
 TOTAL EARNINGS 410.00
 410.00 divided by 59.48 = 6.893073 * 1.5 = 10.339609
 divided by (B) + (C) + (D) = 6.893073
 HOURLY RATE (E)
 OVERTIME RATE (F)
 STRAIGHT TIME HOURS
 OVERTIME HOURS
 VAC/SIC HOURS (C)
 HOLIDAY HOURS (D)
 OTHER PAY TYPE HRS (O)
 PRIOR PERIOD HOURS
 GROSS PAY

LAWN SPECIALIST DOT
 MANAGER
 DATE 10/24/05
 DATE 10/24/05

CONFIDENTIAL
 TRU 08348

COMPENSATION WORKSHEET
(only enter blue data)NAME: RAMON R
WEEK ENDING: 4/10/2004BRANCH: Allentown
BRANCH # Allentown 5721DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS VAC/SICK/OTH	HOURS HOL
MON	\$1,236.00	10.25	0.00	0.00
TUE	\$1,014.00	10.00	0.00	0.00
WED	\$1,121.00	10.75	0.00	0.00
THU	\$1,018.00	10.25	0.00	0.00
FRI	\$874.00	10.00	0.00	0.00
SAT	\$858.00	8.00	0.00	0.00
TOTAL	\$6,121.00	60.25	0.00	0.00

(B) (C) (D)

CALCULATIONS

REVENUE INCENTIVE \$6,121.00 - \$5,625.00 = \$496.00 8.82% X 7% =
 (A) GOAL +/- GOAL % OVER GOAL X 8% = \$34.72
 X 9% =

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$0.00 X 5% = \$0.00
 (F) (G)
 PRO BONUS-BENEFICIAL \$0.00 X 10% = \$0.00
 (H)

WKLY BASE EARNINGS \$440.00
 SERVICE EARNINGS \$34.72 (E)
 AUDITED SALES SIGN-UP BONUS \$0.00 (F)
 SALES PRODUCTION BONUS \$0.00 (G)+(H)
 TOTAL EARNINGS \$474.72 divide by 60.25 = \$7.88
 (B) HRLY RATE

\$474.72 divide by 60.25 = \$7.88 X 1.5 = \$11.82
 (B) OVERTIME RATE

STRAIGHT TIME HOURS 40.00 @ \$7.88 = \$315.17
 OVERTIME HOURS 20.25 @ \$11.82 = \$239.33
 VAC/SICK/OTHER HOURS 0.00 @ \$11.00 = \$0.00
 HOLIDAY HOURS 0.00 @ \$11.00 = \$0.00

MONTHLY RETENTION BONUS \$0.00COMMERICAL INCENTIVE \$0.00GROSS EARNINGS \$554.50

Cancel Bonus Goals

SPECIALIST [Signature] DATEMANAGER [Signature] DATE

% OVER MONTH TARGET BONUS PERCENT
 Target to 4.9% improvement 7% of monthly total earnings
 5.0% to 9.9% improvement 8% of monthly total earnings
 10.0% to 14.9% improvement 9% of monthly total earnings
 15.0% and up improvement 10% of monthly total earnings

* Hourly rate can not fall below applicable Federal/State minimum wage.

APRIL					MONTH ROUTE CXL BONUS									
ROUTE	MONTH	MONTH	IMPROVEMENT	BONUS	4/3/2004	4/10/2004	4/17/2004	4/23/2004	1/01/2000	MINUS	TOTAL	GROSS	ATTENDANCE	ADJUSTED
NUMBER	ACTUAL	BUDGET	%	%	GROSS	GROSS	GROSS	GROSS	GROSS	PREV MONTH	GROSS	MONTH	REDUCTION	MONTH
					PAY	PAY	PAY	PAY	PAY	BONUS PAY	PAY	BONUS	%	BONUS
8	3.83%	6.31%	39.30%	10%	0	0	0	0	0	0	\$0.00	\$0.00	0%	\$0.00

CONFIDENTIAL
TRU 7635

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL

REV 10/18/04
PAGE 1 OF 1

PAY130

NAME FRANCISCO SAAVEDRA

BRANCH Allentown

WK END 10/16/04 PERIOD # 42

BRANCH # 2721

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	11	10.34					
TUE	12	9.44					
WED	13	10.44					
THU	14	10.52					
FRI	15	9.12					
SAT	16	6.05					
TOTAL			55.91				

SPECIAL PAY CALCULATIONS

Full Goal Full Pgm Canceled Qual Amount Partial Expanded Other Comm Basis Comm Rate Gross Pay

NEW PRODUCTION COMM

6000-

Adjustment

6042.00

Revised

6000-6042.00

42.00

42.00

7.0%

2.94

WEEKLY BASE

NEW PRODUCTION COMM

TOTAL EARNINGS

420.00
2.94
422.94

divided by

55.91

HOURLY
RATE (E)

7.564657

422.94 divided by

55.91

7.564657

* 1.5 =

11.346985

OVERTIME
RATE (F)

STRAIGHT TIME HOURS

OVERTIME HOURS

VAC/SIC HOURS

HOLIDAY HOURS

OTHER PAY TYPE HRS

PRIOR PERIOD HOURS

GROSS PAY

40.00	@	7.564657	(E)	=	302.59
15.91	@	11.346985	(F)	=	180.53
	@	10.500000	(E)	=	
	@	10.500000	(E)	=	
	@	10.500000	(E)	=	
	@	10.500000	(E)	=	
					525.00
					1,008.12

LAWN SPECIALIST DOT

DATE 10/18/04

MANAGER

DATE 10/18/04

CONFIDENTIAL
TRU 7632

A9-146

COMPENSATION WORKSHEET
(only enter blue data)

NAME: Rafael Contreras

BRANCH: Allentown

WEEK ENDING: 5/8/2004

BRANCH # 5721

DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS VAC/SICK/OTH	HOURS HOL
MON	\$383.00	9.00	0.00	0.00
TUE	\$207.00	9.00	0.00	0.00
WED	\$1,000.00	11.00	0.00	0.00
THU	\$217.00	9.75	0.00	0.00
FRI	\$120.00	10.75	0.00	0.00
SAT	\$0.00	9.75	0.00	0.00
TOTAL	\$1,927.00	59.25	0.00	0.00

(B)

(C)

(D)

CALCULATIONS

REVENUE INCENTIVE \$1,927.00 - \$900.00 = \$1,027.00 114.11% X 7% = \$92.43
 (A) GOAL +/- GOAL % OVER GOAL X 8% =
 X 9% =

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$0.00 X 5% = \$0.00
 (F) (G)
 PRO. BONUS - BENEFICIAL \$0.00 X 10% = \$0.00
 (H)

WKLY BASE EARNINGS \$420.00
 SERVICE EARNINGS \$92.43 (E)
 AUDITED SALES SIGN-UP BONUS \$0.00 (F)
 SALES PRODUCTION BONUS \$0.00 (G)+(H)
 TOTAL EARNINGS \$512.43 divide by 59.25 = \$8.65
 (B) HRLY RATE

\$512.43 divide by 59.25 = \$8.65 X 1.5 = \$12.97
 (B) OVERTIME RATE

STRAIGHT TIME HOURS 40.00 @ \$8.65 = \$345.04
 OVERTIME HOURS 19.25 @ \$12.97 = \$249.73
 VAC/SICK/OTHER HOURS 0.00 @ \$10.50 = \$0.00
 HOLIDAY HOURS 0.00 @ \$10.50 = \$0.00

MONTHLY RETENTION BONUS \$0.00COMMERCIAL INCENTIVE \$0.00GROSS EARNINGS \$595.67

Cancel Bonus Goals

SPECIALIST R 5/10/04 DATEMANAGER [Signature] DATE

* Hourly rate can not fall below applicable Federal/State minimum wage

% OVER MONTH TARGET
 Target to 4.9% improvement
 5.0% to 9.9% improvement
 10.0% to 14.9% improvement
 15.0% and up improvement

BONUS PERCENT
 7% of monthly total earnings
 8% of monthly total earnings
 9% of monthly total earnings
 10% of monthly total earnings

APRIL

MONTH ROUTE CXL BONUS

ROUTE NUMBER	MONTH ACTUAL	MONTH BUDGET	IMPROVEMENT %	BONUS %	4/3/2004 GROSS PAY	4/10/2004 GROSS PAY	4/17/2004 GROSS PAY	4/24/2004 GROSS PAY	1/01/2000 GROSS PAY	MINUS PREV. MONTH BONUS PAY	TOTAL GROSS PAY	GROSS MONTH BONUS	ATTENDANCE REDUCTION %	ADJUSTED MONTH BONUS
Y	0.00%	0.00%	#DIV/0!	0%	0	0	0	0	0	0	\$0.00	\$0.00	0%	\$0.00

CONFIDENTIAL
TRU 7623

COMPENSATION WORKSHEET
(only enter blue data)NAME: FRANCISCO
WEEK ENDING: 4/3/2004BRANCH: Allentown
BRANCH # 5721

	DAY	ACT REV	HOURS	HOURS VAC/SICK/OTH	HOURS HOL
DAILY HOURS	MON	\$0.00	5.25	0.00	0.00
AND	TUE	\$0.00	9.50	0.00	0.00
PRODUCTIVITY	WED	\$0.00	9.50	0.00	0.00
RECORD	THU	\$0.00	10.25	0.00	0.00
	FRI	\$980.00	10.75	0.00	0.00
	SAT	\$588.00	6.50	0.00	0.00
	TOTAL	\$1,568.00	51.75	0.00	0.00

(B) (C) (D)

CALCULATIONS

REVENUE INCENTIVE \$1,568.00 - \$1,000.00 = \$568.00 56.80% X 7% = \$51.12
 (A) GOAL +/- GOAL % OVER GOAL X 8% = \$51.12
 X 9% =

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$0.00 X 5% = \$0.00
 (F) (G)
 PRO. BONUS- BENEFICIAL \$0.00 X 10% = \$0.00
 (H)

WKLY BASE EARNINGS \$420.00
 SERVICE EARNINGS \$51.12 (E)
 AUDITED SALES SIGN-UP BONUS \$0.00 (F)
 SALES PRODUCTION BONUS \$0.00 (G)+(H)
 TOTAL EARNINGS \$471.12 divide by 51.75 = \$9.10
 (B) HRLY RATE

\$471.12 divide by 51.75 = \$9.10 X 1.5 = \$13.66
 (B) OVERTIME RATE

STRAIGHT TIME HOURS 40.00 @ \$9.10 = \$364.15
 OVERTIME HOURS 11.75 @ \$13.66 = \$160.45
 VAC/SICK/OTHER HOURS 0.00 @ \$10.50 = \$0.00
 HOLIDAY HOURS 0.00 @ \$10.50 = \$0.00

MONTHLY RETENTION BONUS \$0.00COMMERCIAL INCENTIVE \$0.00GROSS EARNINGS \$524.60

Cancel Bonus Goals

SPECIALIST [Signature] DATE% OVER MONTH TARGET BONUS PERCENT
Target to 4.9% improvement 7% of monthly total earningsMANAGER [Signature] DATE5.0% to 9.9% improvement 8% of monthly total earnings
10.0% to 14.9% improvement 9% of monthly total earnings
15.0% and up improvement 10% of monthly total earnings

* Hourly rate can not fall below applicable Federal/State minimum wage.

APRIL

MONTH ROUTE CXL BONUS

ROUTE NUMBER	MONTH ACTUAL	MONTH BUDGET	IMPROVEMENT %	BONUS %	4/3/2004 GROSS PAY	4/10/2004 GROSS PAY	4/17/2004 GROSS PAY	4/24/2004 GROSS PAY	1/2/1900 GROSS PAY	MINUS PREV MONTH BONUS PAY	TOTAL GROSS PAY	GROSS MONTH BONUS	ATTENDANCE REDUCTION %	ADJUSTED MONTH BONUS
V	0.00%	0.00%	#DIV/0!	0%	0	0	0	0	0	0	\$0.00	\$0.00	0%	\$0.00

CONFIDENTIAL
TRU 7627

COMPENSATION WORKSHEET
(only enter blue data)

NAME: FRANCISCO

BRANCH: Allentown

WEEK ENDING: 4/10/2004

BRANCH # 5721

DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS VAC/SICK/OTH	HOURS HOL
MON	\$774.00	10.50	0.00	0.00
TUE	\$898.00	11.00	0.00	0.00
WED	\$578.00	9.50	0.00	0.00
THU	\$811.00	11.25	0.00	0.00
FRI	\$636.00	10.00	0.00	0.00
SAT	\$981.00	9.00	0.00	0.00
TOTAL	\$4,478.00	61.25	0.00	0.00

(B)

(C)

(D)

CALCULATIONS

REVENUE INCENTIVE \$4,478.00 X 7% = \$0.00
(A) \$5,350.00 = \$0.00 0.00% X 8% = \$0.00
GOAL +/- GOAL % OVER GOAL X 9% =

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$0.00 X 5% = \$0.00
(F) (G)
 PRO BONUS-BENEFICIAL \$0.00 X 10% = \$0.00
(H)

WKLY BASE EARNINGS \$420.00
 SERVICE EARNINGS \$0.00 (E)
 AUDITED SALES SIGN-UP BONUS \$0.00 (F)
 SALES PRODUCTION BONUS \$0.00 (G)+(H)
 TOTAL EARNINGS \$420.00 divide by 61.25 = \$6.86
(B) HRLY RATE

\$420.00 divide by 61.25 = \$6.86 X 1.5 = \$10.29
(B) OVERTIME RATE

STRAIGHT TIME HOURS 40.00 @ \$6.86 = \$274.29
 OVERTIME HOURS 21.25 @ \$10.29 = \$218.57
 VAC/SICK/OTHER HOURS 0.00 @ \$10.50 = \$0.00
 HOLIDAY HOURS 0.00 @ \$10.50 = \$0.00

MONTHLY RETENTION BONUS \$0.00COMMERICAL INCENTIVE \$0.00GROSS EARNINGS \$492.86

Cancel Bonus Goals

SPECIALIST [Signature] DATEMANAGER [Signature] DATE

% OVER MONTH TARGET
 Target to 4.9% improvement
 5.0% to 9.9% improvement
 10.0% to 14.9% improvement
 15.0% and up improvement

BONUS PERCENT
 7% of monthly total earning
 8% of monthly total earning
 9% of monthly total earning
 10% of monthly total earning

APRIL

MONTH ROUTE CXL BONUS

ROUTE NUMBER	MONTH ACTUAL	MONTH BUDGET	IMPROVEMENT %	BONUS %	4/3/2004 GROSS PAY	4/10/2004 GROSS PAY	4/17/2004 GROSS PAY	4/24/2004 GROSS PAY	1/0/1900 GROSS PAY	MINUS PREV MONTH BONUS PAY	TOTAL GROSS PAY	GROSS MONTH BONUS	ATTENDANCE REDUCTION %	ADJUSTED MONTH BONUS
V	0.00%	0.00%	#DIV/0!	0%	0	0	0	0	0	0	\$0.00	\$0.00	0%	\$0.00

CONFIDENTIAL
TRU 7629

A9-149

COMPENSATION WORKSHEET
(only enter blue data)NAME: Francisco
WEEK ENDING: 10/9/2004BRANCH: Allentown
BRANCH #: 5721

	DAY	ACT REV	HOURS	HOURS VAC/SICK/OTH	HOURS HOL
DAILY HOURS	MON	\$1,276.00	9.52	0.00	0.00
AND	TUE	\$626.00	8.69	0.00	0.00
PRODUCTIVITY	WED	\$1,177.00	9.64	0.00	0.00
RECORD	THU	\$927.00	10.10	0.00	0.00
	FRI	\$1,288.00	9.25	0.00	0.00
	SAT	\$664.00	5.89	0.00	0.00
	TOTAL	\$5,958.00	53.09	0.00	0.00

(B) (C) (D)

CALCULATIONS

REVENUE INCENTIVE \$5,958.00 \$6,000.00 = \$0.00 0.00% X 7% = \$0.00
 (A) GOAL +/- GOAL % OVER GOAL X 8% = \$0.00
 X 9% = \$0.00

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$0.00 X 5% = \$0.00
 (F) (G)
 PRO BONUS-BENEFICIAL \$0.00 X 10% = \$0.00
 (H)

WKLY BASE EARNINGS \$420.00
 SERVICE EARNINGS \$0.00 (E)
 AUDITED SALES SIGN-UP BONUS \$0.00 (F)
 SALES PRODUCTION BONUS \$0.00 (G)+(H)
 TOTAL EARNINGS \$420.00 divide by 53.09 = \$7.91
 (B) HRLY RATE
\$420.00 divide by 53.09 = \$7.91 X 1.5 = \$11.87
 (B) OVERTIME RATE

STRAIGHT TIME HOURS 40.00 @ \$7.91 = \$316.44
 OVERTIME HOURS 13.09 @ \$11.87 = \$155.33
 VAC/SICK/OTHER HOURS 0.00 @ \$10.50 = \$0.00
 HOLIDAY HOURS 0.00 @ \$10.50 = \$0.00

MONTHLY RETENTION BONUS \$0.00COMMERICAL INCENTIVE \$472.50 FINAL PAYGROSS EARNINGS \$944.28

Cancel Bonus Goals

SPECIALIST [Signature] DATE _____
 MANAGER [Signature] DATE _____

% OVER MONTH TARGET BONUS PERCENT
 Target to 4.9% improvement 7% of monthly total earning
 5.0% to 9.9% improvement 8% of monthly total earning
 10.0% to 14.9% improvement 9% of monthly total earning
 15.0% and up improvement 10% of monthly total earning

* Hourly rate can not fall below applicable Federal/State minimum wage.

SEPTEMBER

MONTH ROUTE CXL BONUS

ROUTE	MONTH	MONTH	IMPROVEMENT	BONUS	8/28/2004	9/4/2004	9/11/2004	9/18/2004	9/25/2004	MINUS	TOTAL	GROSS	ATTENDANCE	ADJUSTED
NUMBER	ACTUAL	BUDGET	%	%	GROSS	GROSS	GROSS	GROSS	GROSS	PREV. MONTH	GROSS	MONTH	REDUCTION	MONTH
					PAY	PAY	PAY	PAY	PAY	BONUS PAY	PAY	BONUS	%	BONUS
12	0.00%	0.00%	#DIV/0!	0%	0	0	0	0	0	0	\$0.00	\$0.00	0%	\$0.00

CONFIDENTIAL
TRU 7630

CONFIDENTIAL
TRU 7632

A9-151

TruGreen*ChemLawn
COMPENSATION WORKSHEET - LAWN SPECIALIST DOT
FINAL REV 10/18/04 PAGE 1 OF 1

NAME FRANCISCO SAAVEDRA
WEEK END 10/16/04 PERIOD # 42
BRANCH Allentown
BRANCH # 2721

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		11	10.34					
TUE		12	9.44					
WED		13	10.44					
THU		14	10.52					
FRI		15	9.12					
SAT		16	6.05					
TOTAL			55.91					

SPECIAL PAY CALCULATIONS

Full Goal Canceled Qual Amount Partial Expanded Other Comm Comm Rate Gross Pay

NEW PRODUCTION COMM

6000-

Adjustment

6042.00

Revised

6000-6042.00

42.00

42.00

7.0%

2.94

42.00

7.0%

2.94

42.00

7.0%

2.94

42.00

7.0%

2.94

42.00

7.0%

2.94

42.00

7.0%

2.94

42.00

7.0%

2.94

42.00

7.0%

2.94

42.00

7.0%

2.94

42.00

7.0%

2.94

42.00

WEEKLY BASE
NEW PRODUCTION COMM
TOTAL EARNINGS

420.00

2.94

422.94

divided by

55.91

=

7.564657

HOURLY

RATE (E)

11.346985

OVERTIME

RATE (F)

302.59

180.53

10.500000

10.500000

10.500000

10.500000

525.00

1,008.12

GROSS PAY

1,008.12

DATE 10/18/04

DATE 10/18/04

MANAGER

DATE 10/18/04

DATE 10/18/04

DATE 10/18/04

COMPENSATION WORKSHEET
(only enter blue data)NAME: RAMON R
WEEK ENDING: 4/10/2004BRANCH: Allentown
BRANCH # Allentown 5721DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS VAC/SICK/OTH	HOURS HOL
MON	\$1,236.00	10.25	0.00	0.00
TUE	\$1,014.00	10.00	0.00	0.00
WED	\$1,121.00	10.75	0.00	0.00
THU	\$1,018.00	10.25	0.00	0.00
FRI	\$874.00	10.00	0.00	0.00
SAT	\$858.00	9.00	0.00	0.00
TOTAL	\$6,121.00	60.25	0.00	0.00

(B) (C) (D)

CALCULATIONS

REVENUE INCENTIVE \$6,121.00 - \$5,625.00 = \$496.00 8.82% X 7% = \$34.72
 (A) GOAL +/- GOAL % OVER GOAL X 8% = \$34.72
 X 9% = \$34.72

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$0.00 X 5% = \$0.00
 (F) (G)
 PRO. BONUS-BENEFICIAL \$0.00 X 10% = \$0.00
 (H)

WKLY BASE EARNINGS \$440.00
 SERVICE EARNINGS \$34.72 (E)
 AUDITED SALES SIGN-UP BONUS \$0.00 (F)
 SALES PRODUCTION BONUS \$0.00 (G)+(H)
 TOTAL EARNINGS \$474.72 divide by 60.25 = \$7.88
 (B) HRLY RATE

\$474.72 divide by 60.25 = \$7.88 X 1.5 = \$11.82
 (B) OVERTIME RATE

STRAIGHT TIME HOURS 40.00 @ \$7.88 = \$315.17
 OVERTIME HOURS 20.25 @ \$11.82 = \$239.33
 VAC/SICK/OTHER HOURS 0.00 @ \$11.00 = \$0.00
 HOLIDAY HOURS 0.00 @ \$11.00 = \$0.00

MONTHLY RETENTION BONUS \$0.00COMMERICAL INCENTIVE \$0.00GROSS EARNINGS \$554.50Cancel Bonus GoalsSPECIALIST [Signature]

% OVER MONTH TARGET

BONUS PERCENT

Target to 4.9% improvement

7% of monthly total earning

MANAGER [Signature]

5.0% to 9.9% improvement

8% of monthly total earning

10.0% to 14.9% improvement

9% of monthly total earning

15.0% and up improvement

10% of monthly total earning

* Hourly rate can not fall below applicable Federal/State minimum wage

APRIL

MONTH ROUTE CXL BONUS

ROUTE NUMBER	MONTH ACTUAL	MONTH BUDGET	IMPROVEMENT %	BONUS %	4/3/2004 GROSS PAY	4/10/2004 GROSS PAY	4/17/2004 GROSS PAY	4/23/2004 GROSS PAY	10/1900 GROSS PAY	MINUS PREV. MONTH BONUS PAY	TOTAL GROSS PAY	GROSS MONTH BONUS	ATTENDANCE REDUCTION %	ADJUSTED MONTH BONUS
8	3.83%	6.31%	39.30%	10%	0	0	0	0	0	0	\$0.00	\$0.00	0%	\$0.00

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TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL REV 10/18/04 PAGE 1 OF 1

NAME NATIVIDAD C. GALLAGA /
WK END 10/16/04 PERIOD # 42
BRANCH Allentown
BRANCH # 2721

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	11	9.67						
TUE	12	10.85						
WED	13	9.47						
THU	14	9.69						
FRI	15	9.80						
SAT	16	5.85						
TOTAL	74.69	55.33						

SPECIAL PAY CALCULATIONS

Full Pgm Cancells Partial Expanded Other Comm Gross
Goal Amount Comm Basis Rate Pay

NEW PRODUCTION COMM

6000-
Adjustment
Revised 7067.00
6000- 7067.00

1067.00 7.0% 74.69

WEEKLY BASE
NEW PRODUCTION COMM
TOTAL EARNINGS

410.00
74.69
484.69

divided by $\frac{55.33}{(B)+(C)+(D)}$ = $\frac{8.759985}{\text{HOURLY RATE (E)}}$

484.69 divided by $\frac{55.33}{(B)}$ = $\frac{8.759985}{\text{OVERTIME RATE (F)}}$ * 1.5 =

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
PRIOR PERIOD HOURS
GROSS PAY

40.00 @ 8.759985 (E) = 350.40
15.33 @ 13.139977 (F) = 201.44
@ 10.250000 (E) =
@ 10.250000 (E) =
@ 10.250000 (E) =
512.50
1,064.34

LAWN SPECIALIST DOT

MANAGER

Natividad Gallaga

DATE 10/18/04

DATE 10/18/04

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TRU 7648

A9-153

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TRU 7653

A9-154

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL
REV 10/18/04
PAGE 1 OF 1
PAY130

NAME ARMANDO R. CORDOVA
BRANCH Allentown
BRANCH # 2721
WK END 10/16/04
PERIOD # 42

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
DAILY HOURS								
MON	11	10.20						
TUE	12	9.29						
WED	13	10.04						
THU	14	10.04						
FRI	15	10.20						
SAT	16	6.07						
TOTAL			55.84					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
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NEW PRODUCTION COMM
6000-
Adjustment
6522.00
Revised
6000- 6522.00
522.00
522.00 7.0% 36.54

WEEKLY BASE
NEW PRODUCTION COMM
TOTAL EARNINGS
410.00
36.54
446.54
divided by 55.84 = 7.996776
HOURLY
RATE (E)

446.54 divided by 55.84 = 7.996776 * 1.5 = 11.995164
OVERTIME
RATE (F)

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
PRIOR PERIOD HOURS
GROSS PAY
(C)
(D)
(O)
40.00 @ 7.996776 (E) = 319.87
15.84 @ 11.995164 (F) = 190.00
10.250000 (E) =
10.250000 (E) =
10.250000 (E) =
512.50
1,022.37

LAWN SPEC NON DOT
MANAGER
DATE 10/18/04
DATE 10/18/04

TruGreen*ChemLawn
 COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
 FINAL

REV 5/05/03
 PAGE 2 OF 2

NAME RAMON M. RODRIGUEZ
 WK END 5/03/03 PERIOD # 18
 BRANCH Allentown
 BRANCH # 2721

WEEKLY BASE	424.80
SALES PROD. BONUS	1.50
EXPANDED PROD BONUS	12.00
NEW PRODUCTION COMM	108.93
SIGN-UP COMMISSION	27.00
TOTAL EARNINGS	574.23

divided by $\frac{60.51}{(B) + (C) + (D)}$ = $\frac{9.489836}{\text{HOURLY RATE (E)}}$

574.23 divided by $\frac{60.51}{(B)}$ = $\frac{9.489836}{\text{OVERTIME RATE (F)}}$ * 1.5 =

STRAIGHT TIME HOURS	40.00	@	9.489836 (E)	=	379.59
OVERTIME HOURS	20.51	@	14.234754 (F)	=	291.95
VAC/SIC HOURS (C)		@	10.620000 (E)	=	
HOLIDAY HOURS (D)		@	10.620000 (E)	=	
OTHER PAY TYPE HRS (O)		@	10.620000 (E)	=	
GROSS PAY				=	671.54


 LAWN SPECIALIST DOT _____ DATE 5/05/03
 MANAGER _____ DATE 5/05/03

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A9-155

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL

REV 5/05/03
PAGE 2 OF 2

PAY130

NAME ARMANDO R. CORDOVA

BRANCH Allentown

WK END 5/03/03 PERIOD # 18

BRANCH # 2721

WEEKLY BASE	400.00
PRODUCTION CONTEST	100.00
EXPANDED PROD BONUS	3.20
SIGN-UP COMMISSION	7.80
TOTAL EARNINGS	511.00

divided by $\frac{60.74}{(B) + (C) + (D)}$ = $\frac{8.412907}{\text{HOURLY RATE (E)}}$

511.00 divided by $\frac{60.74}{(B)}$ = $\frac{8.412907}{\text{OVERTIME RATE (F)}}$ * 1.5 =

STRAIGHT TIME HOURS	40.00	@	8.412907 (E)	=	336.52
OVERTIME HOURS	20.74	@	12.619360 (F)	=	261.73
VAC/SIC HOURS (C)		@	10.000000 (E)	=	
HOLIDAY HOURS (D)		@	10.000000 (E)	=	
OTHER PAY TYPE HRS (O)		@	10.000000 (E)	=	
GROSS PAY					598.25

LAWN SPECIALIST DOT *Armando Cordova R* DATE 5/05/03
MANAGER DATE 5/05/03

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A9-157

